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ARL

Annual Salary Survey 1989

Compiled by
Gordon Fretwell

for the
Association of
Research Libraries

Corrected March 1990

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The median salaries listed in the January 1990 edition of the *ARL Annual Salary Survey* were calculated incorrectly. All data affected have been corrected.

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INTRODUCTION

The 1989 Association of Research Libraries' *Annual Salary Survey* follows the general format and organization of previous years. In most tables, salaries from Canadian member libraries are expressed in U.S. dollars, converted at the rate of $1.2026 Canadian per U.S. dollar[1]. Salaries for staff from the Canada Institute of Scientific and Technical Information are not included.

A new table has been added to the Canadian university section. Table 25, which is modeled after Table 4, summarizes salary information from those thirteen universities in Canadian dollars. Separate tables for law and medical libraries follow the series of tables containing the data on Canadian university libraries. Please note that some branch libraries now included with the general library of an institution are not under the administrative control of the university library. Table 12 does include Law and Medical salaries, in order to maintain the ten year retrospective comparison of salaries with the cost of living index.

More minority professional positions are reported this year: 791 this year versus 756 last year, an increase of 4.6%. At the same time, the total number of filled positions increased by 196, from 8,087 to 8,253. Of this year's total minority professionals, 670 were reported in the general libraries and 121 were reported in law and medical libraries. The identification of minority professionals is limited to U.S. university members. The 791 professionals identified as being members of defined minority groups represent 10.8% of all positions reported from the U.S. University segment of the membership. 69.8% of minority U.S. ARL university librarians are women, while women represent 64.7% of non-minority U.S. ARL university librarians.

Minority Professionals by Region

Category	New Engl	Middle Atl.	E North Central	W North Central	South Atl	East S Central	West S Central	Mt	Pac	Category Total	& %
Black	18	40	48	16	92	7	9	3	41	274	34.6
Hispanic	18	12	21	1	21	-	18	14	25	130	16.4
Asian	27	64	62	12	54	3	14	20	119	375	47.4
AI/NA[2]	1	1	2	-	1	-	1	2	4	12	1.5
Regional Totals & Percent	64 8.1	117 14.8	133 16.8	29 3.7	168 21.2	10 1.3	42 5.3	39 4.9	189 23.9	791 100%	
Non-Minority Percent	11.3	16.3	18.2	6.5	15.5	3.3	6.2	6.6	16.2	100%	

[1] This is the average monthly noon exchange rate published in the Bank of Canada *Review* for the period July 1988 through June 1989.

[2] American Indian/Native Alaskan

Minority professionals in U.S. ARL university libraries are not proportionately distributed across the country. The South Atlantic and Pacific regions both have disproportionately high shares of he total number, while the New England, Mountain, East South Central and West North Central regions have significantly fewer than one would expect. The regional distribution of minority professionals reported by the membership is displayed on page 7.

Minority professionals earned 3.1% less, on average, than non-minority professionals—a difference of $1,162—despite the fact that minority professionals possess 2.9% more experience, on the average, than their non-minority colleagues.

In 1989, the average salaries paid to librarians in public ARL U.S. university libraries were 0.4% lower than those paid their counterparts in privately supported institutions, a difference of only $152 per year. Consult Table 22 for more details. Size of library has a direct bearing on individual salaries. Salaries in the second largest category of university libraries (75 to 124 professionals) average about 13% less than salaries in the largest libraries (over 124 professionals), although the differential between the smaller three categories are much less than the differential between the two largest categories. In the U.S., the highest average salaries generally are paid in the Pacific and Middle Atlantic regions, and the lowest average salaries paid in the West and East South Central regions. See Table 24 for more data on the continuing geographical influence on salaries.

Overall, salaries of men averaged 10.8% higher than the salaries of women. One exception continues to be the average salary for women directors: $89,467, or $1,770 higher than the average salary for directors who are men. Table 17 should be consulted to see how relative experience levels might influence the general comparison of other salaries between men and women.

Table 12 provides an overview of the increases in median and beginning professional salaries during the last decade, and more importantly, places those changes in the context of the changing Consumer Price Index. Compared to the base year of 1980, the median salary of ARL university librarians has generally kept up with increases in the CPI since 1980, but overall purchasing power has increased 7.5% since 1980 for those whose income has approximated the median. Increases in the median beginning professional salary were greater than increases in the median salary this year for the first time in three years. This year's BPS represents 7.6% more purchasing power than the 1980 median BPS.

Rank structure is also a factor in library salaries, and while a variety of structures are represented within the University membership, the most commonly found involve either three, four, or five steps, or levels. The following table briefly indicates the variation in salary and experience levels among the most commonly used structures.

There is an orderly progression of average salary and average years experience through the ranks of each of the rank structures with one peculiar exception. The average years of experience for librarians in the first level of the five step structure are noticeably higher than the corresponding step of three and four step structures, and this year is essentially the same as the experience of librarians at step two.

Average Salaries and Average Years of Experience of Library Professionals in Libraries with Three, Four, and Five Step Rank Structures

	Three step		Four step		Five step	
	Salary	**Experience**	**Salary**	**Experience**	**Salary**	**Experience**
Librarian 1	$26,296	5.7 yrs	$25,786	4.8 yrs	$28,816	10.2 yrs
Librarian 2	$35,376	12.4 yrs	$30,838	11.0 yrs	$29,360	10.2 yrs
Librarian 3	$44,889	18.0 yrs	$37,584	17.1 yrs	$35,435	14.3 yrs
Librarian 4			$48,090	22.0 yrs	$45,174	18.2 yrs
Librarian 5					$50,204	21.4 yrs
Overall avg:	$37,383	13.3 yrs	$35,363	14.2 yrs	$36,644	14.3 yrs
No. of staff:	1,637		3,372		999	

A final cautionary note repeated from past years. Users of the *Survey* are advised against making staffing or salary inferences from the data presented here without a careful analysis of the libraries being compared and the information that is available. A highly standardized method of data collection has been employed which may imply organizational patterns that are not valid in specific instances. Please consult the footnotes and refer to the survey instrument on pages 69-80 for further information about variant reporting, definitions, assumptions, etc. Finally, this *Survey* only concerns itself with salaries, and other tangible and intangible forms of compensation may have a significant impact on the comparison of specific salaries.

Gordon Fretwell
University of Massachusetts
December 30, 1989

TABLE 1: DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1990 45% of the librarians in ARL university libraries earned $36,000 or more, and 59% of non-university staff earned $36,000 or more).

Salary Range	University Librarians				Non-University Librarians			
	1989	%	1990	%	1989	%	1990	%
$150,000 or more			1					
140,000–149,999	1							
130,000–139,000	2		3					
120,000–129,000	2		4					
110,000–119,999	3		3					
100,000–109,999	10		20				1	
95,000–99,999	10		9		2		2	
90,000–94,999	13	1	28	1	2			
85,000–89,999	15		20				1	
80,000–84,999	26		34	2	1		1	
75,000–79,999	35		34		4		98	3
70,000–74,999	39	2	57	3	120	3	86	5
65,000–69,999	66	3	69		107	6	100	8
60,000–64,999	84	4	119	5	141	10	134	11
55,000–59,999	125	5	185	7	125	13	201	17
50,000–54,999	326	9	417	12	217	19	211	22
48,000–49,999	144	11	243	15	102	22	122	25
46,000–47,999	202	14	297	19	149	26	140	29
44,000–45,999	288	17	278	22	83	28	179	34
42,000–43,999	246	20	389	27	220	34	266	41
40,000–41,999	367	25	443	32	175	38	359	50
38,000–39,999	479	31	442	38	277	46	267	58
36,000–37,999	520	37	576	45	290	53	169	59
34,000–35,999	567	44	665	53	257	60	331	71
32,000–33,999	639	52	708	61	239	66	164	75
30,000–31,999	734	61	734	70	255	73	233	81
29,000–29,999	413	66	294	74	121	76	98	84
28,000–28,999	361	71	369	78	224	82	187	89
27,000–27,999	387	75	313	82	164	87	71	91
26,000–26,999	336	80	300	86	56	88	36	92
25,000–25,999	361	84	273	89	82	90	77	94
24,000–24,999	306	88	257	92	47	92	46	95
23,000–23,999	218	91	206	94	66	93	85	97
22,000–22,999	252	94	201	97	124	97	14	98
21,000–21,999	230	97	132	98	23		16	
20,000–20,999	159	98.5	87	99.5	20	98	12	
19,000–19,999	69	99.4	26	99.8	13		36	99
18,000–18,999	43	99.9	10	99.9	54	99.5	7	99.5
17,000–17,999	6		2		10	99.7	9	99.8
16,000–16,999	2		2		2		6	99.9
15,000–15,999			3		8			
14,999 or less	1		1		1		2	
Total Positions	8,087		8,253		3,781		3,767	
Median Salary	$32,461		$34,629		$37,544		$40,106	

Note: Canadian salaries converted to U.S. dollars.

ARL NON-UNIVERSITY LIBRARIES

Tables 2-3

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Institution	No. of Staff	Median Salaries		Beginning Salaries	
		FY 1988	FY 1989	FY 1988	FY 1989
Boston Public Library	239	$36,856	$38,841	$24,249	$25,765
Canada Institute for Scientific & Technical Information (* D)	U/A	U/A	U/A	U/A	U/A
Center for Research Libraries	26	27,465	30,820	20,700	21,500
Library of Congress	2,571	41,498	41,300	16,263	19,493
Linda Hall Library (*)	19	27,350	29,625	18,500	18,500
National Agricultural Library	124	35,270	35,733	18,726	19,493
National Library of Canada (* D)	204	30,728	33,487	22,614	23,538
National Library of Medicine (*)	185	36,854	37,959	19,493	20,195
New York Public Library (*)	52	23,194	25,000	16,000	17,500
New York State Library	212	30,450	32,958	23,943	26,054
Newberry Library (*)	81	31,050	33,816	22,124	23,231
Smithsonian Institution Libraries	51	37,000	35,000	18,726	19,493

* - See Notes, pages 89-92.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable

TABLE 3: SALARY TRENDS IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI), which has also been converted using July 1980 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS Index	Actual CPI	Adjusted CPI
1990	11	3,767	$40,106	$20,195	203.8	163.0	372.7	170.3
1989**	11	3,781	37,544	19,100	190.8	154.1	354.9	162.1
1988**	11	3,765	36,250	18,405	184.2	148.5	340.8	155.7
1987***	10	2,790	33,020	17,912	167.8	144.6	328.0	149.8
1986	12	3,874	33,720	17,308	171.4	139.7	322.8	147.5
1985	11	3,840	33,863	16,500	172.1	133.2	311.7	142.4
1984	11	3,411	31,000	16,556	157.5	133.6	299.3	136.7
1983	11	4,929	25,373	15,487	128.9	125.0	292.2	133.5
1982	10	4,839	23,274	14,955	118.3	120.7	274.4	125.4
1981	12	5,171	20,301	12,651	103.2	102.1	247.8	113.2
1980	12	4,822	19,679	12,391	100.0	100.0	218.9	100.0

Canadian salaries expressed in U.S. dollars.

* Beginning Professional Salary.

** Excludes Canada Institute for Scientific and Technical Information.

*** Excludes Canada Institute for Scientific and Technical Information, New York Public Library, and Newberry Library.

ARL UNIVERSITY LIBRARIES

Tables 4-24

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1989	FY 1989	FY 1990	FY 1989r	FY 1990	FY 1989r	FY 1990	FY 1990
Alabama (*)	39	$28,281	$28,396	$27,518	$27,213	$19,500	$19,500	11.3
Alberta (* D)	70	35,557	38,883	35,894	39,117	22,088	23,959	14.1
Arizona	74	31,846	30,326	30,850	30,020	20,000	20,000	11.1
Arizona State	81	31,398	31,329	30,127	30,506	20,000	21,000	12.5
Boston University	43	29,963	32,419	28,350	30,825	20,800	21,825	13.6
Brigham Young (*)	85	29,063	29,932	27,588	28,702	19,500	21,000	12.4
British Columbia (* D)	83	34,240	36,941	34,934	35,086	21,644	24,945	17.0
Brown (*)	62	32,302	34,317	31,041	32,620	23,000	24,300	14.3
Calif., Berkeley (*)	125	45,287	45,428	44,677	46,019	25,380	26,136	18.8
Calif., Davis	58	44,459	46,783	44,677	46,026	25,380	26,136	18.0
Calif., Irvine	44	42,576	44,874	41,883	43,416	25,380	26,136	14.4
Calif., Los Angeles	158	43,310	45,902	44,677	46,020	25,380	26,136	15.0
Calif., Riverside	35	40,564	42,727	38,966	40,092	25,380	26,136	12.5
Calif., San Diego	64	44,023	45,159	44,591	44,964	25,380	26,136	14.8
Calif., Santa Barbara	61	44,908	46,211	46,020	46,029	25,380	26,136	17.6
Case Western Reserve	31	28,298	31,100	26,015	29,900	18,000	20,000	14.8
Chicago	73	33,805	36,442	30,879	33,307	20,350	22,400	13.6
Cincinnati (*)	53	33,202	35,897	34,636	36,357	19,492	19,492	16.1
Colorado	45	32,266	34,695	29,700	32,021	22,000	23,000	15.9
Colorado State	38	33,829	35,573	31,500	33,600	22,500	22,500	17.4
Columbia	106	39,725	41,106	38,030	39,060	25,000	26,000	12.4

r - Figures revised from 1988 survey.
* - See Notes, pages 81-84.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1989	FY 1989	FY 1990	FY 1989r	FY 1990	FY 1989r	FY 1990	FY 1990
Connecticut	49	$39,138	$42,281	$38,750	$41,312	$20,668	$20,668	16.7
Cornell (*)	116	33,763	35,171	31,665	32,910	20,000	21,000	15.0
Dartmouth	38	35,541	38,089	35,023	37,130	22,700	23,900	13.8
Delaware (* +)	52	28,728	32,088	24,523	28,366	21,500	22,402	8.6
Duke (*)	74	34,544	36,506	33,300	35,300	21,200	22,250	15.4
Emory (*)	49	31,385	32,882	28,658	30,450	19,000	20,000	12.8
Florida (*)	77	30,452	32,052	28,564	29,465	21,500	23,000	14.6
Florida State (*)	44	29,834	31,308	27,275	28,135	20,000	21,500	16.5
Georgetown	39	30,186	32,390	27,333	28,673	21,500	22,500	14.3
Georgia	71	28,619	29,807	28,810	28,543	18,700	20,000	10.1
Georgia Tech	41	28,429	29,543	25,002	26,750	19,000	19,000	10.6
Guelph (D)	32	41,728	42,622	41,197	42,908	21,286	25,319	16.8
Harvard (*)	266	34,461	37,649	32,401	34,600	20,600	23,900	11.8
Hawaii (*)	63	38,468	37,640	37,720	37,613	24,408	24,408	18.1
Houston (*)	42	30,175	32,019	28,418	31,478	18,000	20,500	12.2
Howard	59	32,640	34,191	30,725	32,315	22,850	22,850	16.7
Illinois, Chicago (*)	45	33,178	37,653	30,330	36,100	23,000	23,000	12.9
Illinois, Urbana (*)	126	31,937	34,634	28,594	31,300	20,000	22,000	15.3
Indiana	103	33,439	35,312	32,021	33,215	21,500	23,400	13.0
Iowa	59	34,024	36,699	33,263	35,952	20,255	21,565	15.3
Iowa State	42	35,915	39,737	33,455	37,155	20,000	22,500	15.8

r - Figures revised from 1988 survey.
* - See Notes, pages 81-84.
+ - Excludes director's salary.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1989	FY 1989	FY 1990	FY 1989r	FY 1990	FY 1989r	FY 1990	FY 1990
Johns Hopkins (*)	50	$31,886	$33,988	$31,590	$33,725	$20,462	$21,076	15.0
Kansas (*)	69	28,411	30,294	28,158	29,706	19,500	20,500	13.1
Kent State	51	36,987	39,028	34,744	36,500	20.167	20,167	16.6
Kentucky (*)	53	28,410	30,220	26,500	28,342	18,000	18,500	11.1
Laval (D)	68	40,975	42,973	41,101	42,751	23,563	24,503	18.3
Louisiana State (*)	47	29,695	30,041	28,810	28,080	20,600	21,400	13.1
McGill (D)	62	37,911	40,217	37,219	39,096	20,937	22,925	14.8
McMaster (D)	33	37,467	38,206	36,819	38,487	21,403	22,381	14.8
Manitoba (D)	52	36,928	38,457	37,148	38,528	19,081	19,653	16.1
Maryland	88	33,007	36,170	30,914	34,138	20,355	21,071	14.1
Massachusetts	56	41,990	43,331	41,918	43,291	22,600	23,000	19.0
MIT	63	33,662	37,485	31,356	34,652	21,000	22,000	13.6
Miami	47	30,816	31,894	29,983	31,015	20,000	21,000	18.9
Michigan (*)	90	35,280	37,123	33,622	34,347	22,500	25,000	14.5
Michigan State	80	32,973	34,893	30,390	32,100	21,000	24,000	12.5
Minnesota	107	34,953	36,173	31,825	32,816	20,400	22,000	17.5
Missouri	33	26,887	29,257	27,131	29,264	18,000	20,000	13.8
Nebraska	47	31,184	33,122	29,017	31,638	19,500	20,000	14.2
New Mexico	43	32,020	33,545	31,134	32,534	20,780	24,000	14.5
New York University (*)	53	37,019	38,715	33,549	33,670	26,000	27,000	12.7
North Carolina (*)	79	31,213	32,716	29,475	31,488	19,000	21,000	13.7

r- Figures revised from 1988 survey.
* - See Notes, pages 81-84.
+ - Excludes director's salary.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1989	FY 1989	FY 1990	FY 1989r	FY 1990	FY 1989r	FY 1990	FY 1990
North Carolina State	38	$31,597	$33,565	$29,386	$31,450	$20,100	$21,300	14.5
Northwestern (*)	80	32,436	34,036	29,912	31,927	21,000	21,000	14.1
Notre Dame	30	32,538	34,286	29,350	32,100	21,700	23,000	15.8
Ohio State	105	32,686	33,536	30,520	31,980	21,000	21,840	12.5
Oklahoma	23	29,509	34,041	28,966	34,505	28,966	28,966	13.0
Oklahoma State (*)	45	27,413	27,862	23,506	24,558	19,200	20,040	10.1
Oregon	53	30,554	30,920	28,280	30,364	19,000	20,000	13.3
Pennsylvania	78	33,159	33,298	31,175	32,300	20,000	22,000	14.4
Pennsylvania State	89	35,920	36,178	33,768	34,074	23,016	24,000	14.8
Pittsburgh (*)	56	31,893	34,480	30,625	32,550	18,000	21,000	13.7
Princeton (*)	112	35,140	36,621	32,025	33,600	22,000	24,000	14.0
Purdue	53	31,979	33,284	30,350	31,550	18,000	19,000	15.1
Queen's (D)	39	34,161	35,192	31,728	33,231	21,473	22,442	14.8
Rice	43	29,450	32,992	28,000	32,050	20,600	22,000	11.2
Rochester (*)	56	28,062	30,545	26,171	27,825	17,500	18,500	14.8
Rutgers (*)	104	45,543	45,095	47,315	43,059	24,975	25,584	13.0
Saskatchewan (* D)	34	34,749	34,606	35,914	35,915	20,365	20,365	14.5
South Carolina	42	30,349	32,114	29,156	30,955	20,300	22,000	14.5
Southern California (*)	70	37,039	39,181	34,646	36,000	27,606	28,900	13.7
Southern Illinois (*)	41	34,289	37,441	32,532	35,802	20,850	23,000	18.3
Stanford (*)	136	43,096	45,535	40,744	43,484	27,000	28,000	19.7

r - Figures revised from 1988 survey.
* - See Notes, pages 81-84.
+ - Excludes director's salary.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1989	FY 1989	FY 1990	FY 1989r	FY 1990	FY 1989r	FY 1990	FY 1990
SUNY - Albany	48	$33,643	$35,492	$36,765	$36,760	$20,400	$21,600	15.4
SUNY - Buffalo (*)	58	35,661	38,276	33,612	35,503	21,500	23,000	12.4
SUNY - Stony Brook (*)	46	37,568	41,907	36,532	42,105	25,500	25,500	14.2
Syracuse (*)	46	30,978	33,350	29,103	31,122	20,000	21,000	15.6
Temple (*)	42	30,938	33,248	30,000	31,668	20,000	20,500	15.0
Tennessee (*)	46	31,732	34,049	28,795	31,100	19,000	21,000	13.9
Texas (*)	101	30,550	31,897	29,133	30,671	19,000	20,000	16.2
Texas A & M (*)	47	31,763	33,689	29,000	31,250	20,000	21,000	11.5
Toronto (* D)	142	38,898	41,182	40,467	43,275	21,619	22,866	17.3
Tulane (*)	35	28,062	29,897	27,000	28,610	20,000	21,000	14.8
Utah	41	28,434	30,188	28,400	29,825	18,000	19,000	12.6
Vanderbilt	65	28,428	31,168	25,900	28,819	20,000	21,000	11.3
Virginia	64	33,769	35,490	32,450	33,000	20,000	22,000	16.0
Virginia Tech	48	32,037	33,336	32,000	33,575	20,200	21,000	12.2
Washington	102	29,953	32,412	27,774	30,330	19,500	20,500	16.0
Washington State	40	29,662	31,572	28,853	30,845	19,572	20,028	13.7
Washington, St. Louis	48	29,661	29,921	26,260	27,556	19,728	20,316	11.3
Waterloo (D)	48	36,682	38,572	35,557	38,477	22,469	23,592	13.4
Wayne State	65	31,689	34,635	29,329	32,391	24,000	24,000	12.8
Western Ontario (* D)	43	33,006	36,213	32,720	36,260	22,733	24,039	15.1
Wisconsin	104	33,201	35,895	31,508	34,314	22,647	23,185	14.6
Yale (*)	124	39,169	40,679	36,183	38,160	25,000	26,250	14.0
York (D)	47	41,949	43,951	43,142	47,100	22,451	24,022	16.8

r - Figures revised from 1988 survey.
* - See Notes, pages 81-84.
D - Canadian salaries expressed in U.S. dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 25,000 and over	5 - 20,000-20,999
2 - 23,000-24,999	6 - 19,000-19,999
3 - 22,000-22,999	7 - 18,000-18,999
4 - 21,000-21,999	8 - below 18,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Oklahoma	$28,966		54	Connecticut	$20,668
	2	Southern California	27,606		55	Harvard	20,600
	3	Stanford	27,000		55	Louisiana State	20,600
	4	New York University	26,000		55	Rice	20,600
	5	SUNY - Stony Brook	25,500		58	Johns Hopkins	20,462
	6	Calif., Berkeley	25,380		59	Minnesota	20,400
	6	Calif., Davis	25,380		59	SUNY - Albany	20,400
	6	Calif., Irvine	25,380		61	Saskatchewan	20,365
	6	Calif., Los Angeles	26,380		62	Maryland	20,355
	6	Calif., Riverside	25,380		63	Chicago	20,350
	6	Calif., San Diego	25,380		64	South Carolina	20,300
	6	Calif., Santa Barbara	25,380		65	Iowa	20,255
	13	Columbia	25,000		66	Virginia Tech	20,200
	13	Yale	25,000		67	Kent State	20,167
					68	North Carolina State	20,100
2	15	Rutgers	24,975		69	Arizona	20,000
	16	Hawaii	24,408		69	Arizona State	20,000
	17	Wayne State	24,000		69	Cornell	20,000
	18	Laval	23,563		69	Florida State	20,000
	19	Pennsylvania State	23,016		69	Illinois, Urbana	20,000
	20	Brown	23,000		69	Iowa State	20,000
	20	Illinois, Chicago	23,000		69	Miami	20,000
					69	Pennsylvania	20,000
3	22	Howard	22,850		69	Syracuse	20,000
	23	Western Ontario	22,733		69	Temple	20,000
	24	Dartmouth	22,700		69	Texas A&M	20,000
	25	Wisconsin	22,647		69	Tulane	20,000
	26	Massachusetts	22,600		69	Vanderbilt	20,000
	27	Colorado State	22,500		69	Virginia	20,000
	27	Michigan	22,500				
	29	Waterloo	22,469	6	83	Washington, St. Louis	19,728
	30	York	22,451		84	Washington State	19,572
	31	Alberta	22,088		84	Alabama	19,500
	32	Colorado	22,000		85	Brigham Young	19,500
	32	Princeton	22,000		85	Kansas	19,500
					85	Nebraska	19,500
4	34	Notre Dame	21,700		85	Washington	19,500
	35	British Columbia	21,644		90	Cincinnati	19,492
	36	Toronto	21,619		91	Oklahoma State	19,200
	37	Delaware	21,500		92	Manitoba	19,081
	37	Florida	21,500		93	Emory	19,000
	37	Georgetown	21,500		93	Georgia Tech	19,000
	37	Indiana	21,500		93	North Carolina	19,000
	37	SUNY - Buffalo	21,500		93	Oregon	19,000
	42	Queen's	21,473		93	Tennessee	19,000
	43	McMaster	21,403		93	Texas	19,000
	44	Guelph	21,286				
	45	Duke	21,200	7	99	Georgia	18,700
	46	MIT	21,000		100	Case Western	18,000
	46	Michigan State	21,000		100	Houston	18,000
	46	Northwestern	21,000		100	Kentucky	18,000
	46	Ohio State	21,000		100	Missouri	18,000
					100	Pittsburgh	18,000
5	50	McGill	20,937		100	Purdue	18,000
	51	Southern Illinois	20,850		100	Utah	18,000
	52	Boston University	20,800				
	53	New Mexico	20,780	8	107	Rochester	17,500

All Canadian salaries and some U.S. salaries revised from 1988 Survey figures.
Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for medical and law library statistics.

TABLE 6: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 25,000 and over
2 - 24,000-24,999
3 - 23,000-23,999
4 - 22,000-22,999
5 - 21,000-21,999
6 - 20,000-20,999
7 - 19,000-19,999
8 - below 19,000

Group	Rank	Institution	Salary
1	1	Oklahoma	$28,966
	2	Southern California	28,900
	3	Stanford	28,000
	4	New York University	27,000
	5	Yale	26,250
	6	Calif., Berkerly	26,136
	6	Calif., Davis	26,136
	6	Calif., Irvine	26,136
	6	Calif., Los Angeles	26,136
	6	Calif., Riverside	26,136
	6	Calif., San Diego	26,136
	6	Calif., Santa Barbara	26,136
	13	Columbia	26,000
	14	Rutgers	25,584
	16	SUNY-Stony Brook	25,500
	16	Guelph	25,319
	17	Michigan	25,000
2	18	British Columbia	24,945
	19	Laval	24,503
	20	Hawaii	24,408
	21	Brown	24,300
	22	Western Ontario	24,039
	23	York	24,022
	24	Michigan State	24,000
	24	New Mexico	24,000
	24	Pennsylvania State	24,000
	24	Princeton	24,000
	24	Wayne State	24,000
3	29	Alberta	23,959
	30	Dartmouth	23,900
	30	Harvard	23,900
	32	Waterloo	23,592
	33	Indiana	23,400
	34	Wisconsin	23,185
	35	Colorado	23,000
	35	Florida	23,000
	35	Illinois, Chicago	23,000
	35	Massachusetts	23,000
	35	Notre Dame	23,000
	35	Southern Illinois	23,000
	35	SUNY-Buffalo	23,000
4	42	McGill	22,935
	43	Toronto	22,866
	44	Howard	22,850
	45	Colorado State	22,500
	45	Georgetown	22,500
	45	Iowa State	22,500
	48	Queen's	22,442
	49	Delaware	22,402
	50	Chicago	22,400
	51	McMaster	22,381
	52	Duke	22,250
	53	Illinois, Urbana	22,000
	53	MIT	22,000
4	53	Minnesota	$22,000
	53	Pennsylvania	22,000
	53	Rice	22,000
	53	South Carolina	22,000
	53	Virginia	22,000
5	60	Ohio State	21,840
	61	Boston	21,825
	62	SUNY-Albany	21,600
	63	Iowa	21,565
	64	Florida State	21,500
	65	Louisiana State	21,400
	66	North Carolina State	21,300
	67	Johns Hopkins	21,076
	68	Maryland	21,071
	69	Arizona State	21,000
	69	Brigham Young	21,000
	69	Cornell	21,000
	69	Miami	21,000
	69	North Carolina	21,000
	69	Northwestern	21,000
	69	Pittsburgh	21,000
	69	Syracuse	21,000
	69	Tennessee	21,000
	69	Texas A&M	21,000
	69	Tulane	21,000
	69	Vanderbilt	21,000
	69	Virginia Tech	21,000
6	82	Connecticut	20,668
	83	Houston	20,500
	83	Kansas	20,500
	83	Temple	20,500
	83	Washington	20,500
	87	Saskatchewan	20,365
	88	Washington, St. Louis	20,316
	89	Kent State	20,167
	90	Oklahoma State	20,040
	91	Washington State	20,028
	92	Arizona	20,000
	92	Case Western	20,000
	92	Emory	20,000
	92	Georgia	20,000
	92	Missouri	20,000
	92	Nebraska	20,000
	92	Oregon	20,000
	92	Texas	20,000
7	100	Manitoba	19,653
	101	Alabama	19,500
	102	Cincinnati	19,492
	103	Georgia Tech	19,000
	103	Purdue	19,000
	103	Utah	19,000
8	106	Kentucky	18,500
	106	Rochester	18,500

Canadian salaries expressed in U.S. dollars.

See Tables 29 through 42 for tables related to medical and law library statistics.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over	6 - 30,000-30,999
2 - 37,000-39,999	7 - 29,000-29,999
3 - 34,000-36,999	8 - 28,000-28,999
4 - 32,000-33,999	9 - 27,000-27,999
5 - 31,000-31,999	10 - below 27,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	Rutgers	$47,315		55	Brown	$31,041
	2	Calif., Santa Barbara	46,020				
	3	Calif., Berkeley	44,677	6	56	Maryland	30,914
	3	Calif., Davis	44,677		57	Chicago	30,879
	3	Calif., Los Angeles	44,677		58	Arizona	30,850
	6	Calif., San Diego	44,591		59	Howard	30,725
	7	York	43,142		60	Pittsburgh	30,625
	8	Massachusetts	41,918		61	Ohio State	30,520
	9	Calif., Irvine	41,883		62	Michigan State	30,390
	10	Guelph	41,197		63	Purdue	30,350
	11	Laval	41,101		64	Illinois, Chicago	30,330
	12	Stanford	40,744		65	Arizona State	30,127
	13	Toronto	40,467		66	Temple	30,000
2	14	Calif., Riverside	38,966	7	67	Miami	29,983
	15	Connecticut	38,750		68	Northwestern	29,912
	16	Columbia	38,030		69	Colorado	29,700
	17	Hawaii	37,720		70	North Carolina	29,475
	18	McGill	37,219		71	North Carolina State	29,386
	19	Manitoba	37,148		72	Notre Dame	29,350
					73	Wayne State	29,329
3	20	McMaster	36,819		74	South Carolina	29,156
	21	SUNY-Albany	36,765		75	Texas	29,133
	22	SUNY-Stony Brook	36,532		76	Syracuse	29,103
	23	Yale	36,183		77	Nebraska	29,017
	24	Saskatchewan	35,914		78	Texas A&M	29,000
	25	Alberta	35,894				
	26	Waterloo	35,557	8	79	Oklahoma	28,966
	27	Dartmouth	35,023		80	Washington State	28,853
	28	British Columbia	34,934		81	Georgia	28,810
	29	Kent State	34,744		81	Louisiana State	28,810
	30	Southern California	34,646		83	Tennessee	28,795
	31	Cincinnati	34,636		84	Emory	28,658
					85	Illinois, Urbana	28,594
4	32	Pennsylvania State	33,768		86	Florida	28,564
	33	Michigan	33,622		87	Houston	28,418
	34	SUNY-Buffalo	33,612		88	Utah	28,400
	35	New York University	33,549		89	Boston University	28,350
	36	Iowa State	33,455		90	Oregon	28,280
	37	Duke	33,300		91	Kansas	28,158
	38	Iowa	33,283		92	Rice	28,000
	39	Western Ontario	32,720				
	40	Southern Illinois	32,532	9	93	Washington	27,774
	41	Virginia	32,450		94	Brigham Young	27,588
	42	Harvard	32,401		95	Alabama	27,518
	43	Princeton	32,025		96	Georgetown	27,333
	44	Indiana	32,021		97	Florida State	27,275
	45	Virginia Tech	32,000		98	Missouri	27,131
					99	Tulane	27,000
5	46	Minnesota	31,825				
	47	Queen's	31,728	10	100	Kentucky	26,500
	48	Cornell	31,665		101	Washington, St. Louis	26,260
	49	Johns Hopkins	31,590		102	Rochester	26,171
	50	Wisconsin	31,508		103	Case Western	26,015
	51	Colorado State	31,500		104	Vanderbilt	25,900
	52	MIT	31,356		105	Georgia Tech	25,002
	53	Pennsylvania	31,175		106	Delaware	24,523
	54	New Mexico	31,134		107	Oklahoma State	23,506

All Canadian salaries and some U.S. salaries revised from 1988 Survey figures.
Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 44,000 and over	6 - 31,000-31,999
2 - 40,000-43,999	7 - 30,000-30,999
3 - 36,000-39,999	8 - 29,000-29,999
4 - 34,000-35,999	9 - 28,000-28,999
5 - 32,000-32,999	10 - below 28,000

Group	Rank	Institution	Salary
1	1	York	$47,100
	2	Calif., Santa Barbara	46,029
	3	Calif., Davis	46,026
	4	Calif., Los Angeles	46,020
	5	Calif., Berkeley	46,019
	6	Calif., San Diego	44,964
2	7	Stanford	43,484
	8	Calif., Irvine	43,416
	9	Massachusetts	43,291
	10	Toronto	43,275
	11	South Carolina	43,059
	12	Guelph	42,908
	13	Laval	42,751
	14	SUNY-Stony Brook	42,105
	15	Connecticut	41,312
	16	Calif., Riverside	40,092
3	17	Alberta	39,117
	18	McGill	39,096
	19	Columbia	39,060
	20	Manitoba	38,528
	21	McMaster	38,487
	22	Waterloo	38,477
	23	Yale	38,160
	24	Hawaii	37,613
	25	Iowa State	37,155
	26	Dartmouth	37,130
	27	SUNY-Albany	36,760
	28	Kent State	36,500
	29	Cincinnati	36,357
	30	Western Ontario	36,260
	31	Illinois, Chicago	36,100
	32	Southern California	36,000
4	33	Iowa	35,952
	34	Saskatchewan	35,915
	35	Southern Illinois	35,802
	36	SUNY-Buffalo	35,503
	37	Duke	35,300
	38	British Columbia	35,086
	39	MIT	34,652
	40	Harvard	34,600
	41	Oklahoma	34,505
	42	Michigan	34,347
	43	Wisconsin	34,314
	44	Maryland	34,138
	45	Pennsylvania State	34,074
5	46	Johns Hopkins	33,725
	47	New York University	33,670
	48	Colorado State	33,600
	48	Princeton	33,600
	50	Virginia Tech	33,575
	51	Chicago	33,307
	52	Queen's	33,231
	53	Indiana	33,215
	54	Virginia	33,000
6	55	Cornell	$32,910
	56	Minnesota	32,816
	57	Brown	32,620
	58	Pittsburgh	32,550
	59	New Mexico	32,534
	60	Wayne State	32,391
	61	Howard	32,315
	62	Pennsylvania	32,300
	63	Michigan State	32,100
	63	Notre Dame	32,100
	65	Rice	32,050
	66	Colorado	32,021
	67	Ohio State	31,980
	68	Northwestern	31,927
	69	Temple	31,668
	70	Nebraska	31,638
	71	Purdue	31,550
	72	North Carolina	31,488
	73	Houston	31,478
	74	North Carolina State	31,450
	75	Illinois, Urbana	31,300
	76	Texas A&M	31,250
	77	Syracuse	31,122
	78	Tennessee	31,100
	79	Miami	31,015
7	80	South Carolina	30,955
	81	Washington State	30,845
	82	Boston University	30,825
	83	Texas	30,671
	84	Arizona State	30,506
	85	Emory	30,450
	86	Oregon	30,364
	87	Washington	30,330
	88	Arizona	30,020
8	89	Case Western	29,900
	90	Utah	29,825
	91	Kansas	29,706
	92	Florida	29,465
	93	Missouri	29,264
9	94	Vanderbilt	28,819
	95	Brigham Young	28,702
	96	Georgetown	28,673
	97	Tulane	28,610
	98	Georgia	28,543
	99	Delaware	28,366
	100	Kentucky	28,342
	101	Florida State	28,135
	102	Louisiana State	28,080
10	103	Rochester	27,825
	104	Washington, St. Louis	27,556
	105	Alabama	27,213
	106	Georgia Tech	26,750
	107	Oklahoma State	24,558

Canadian salaries expressed in U.S. dollars.

See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 9: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1989

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a 'coarser' ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 40,000 and over
2 - 37,000-39,999
3 - 34,000-36,999
4 - 33,000-33,999
5 - 32,000-32,999
6 - 31,000-31,999
7 - 30,000-30,999
8 - 29,000-29,999
9 - 28,000-28,999
10 - below 28,000

Group	Rank	Institution	Salary
1	1	Rutgers	$45,543
	2	California, Berkeley	45,287
	3	California, Santa Barbara	44,908
	4	California, Davis	44,459
	5	California, San Diego	44,023
	6	California, Los Angeles	43,310
	7	Stanford	43,096
	8	California, Irvine	42,576
	9	Massachusetts	41,990
	10	York	41,949
	11	Guelph	41,728
	12	Laval	40,975
	13	California, Riverside	40,564
2	14	Columbia	39,725
	15	Yale	39,169
	16	Connecticut	39,138
	17	Toronto	38,898
	18	Hawaii	38,468
	19	McGill	37,911
	20	SUNY-Stony Brook	37,568
	21	McMaster	37,467
	22	Southern California	37,039
	23	New York University	37,019
3	24	Kent State	36,987
	25	Manitoba	36,928
	26	Waterloo	36,682
	27	Pennsylvania State	35,920
	28	Iowa State	35,915
	29	SUNY-Buffalo	35,661
	30	Alberta	35,557
	31	Dartmouth	35,541
	32	Michigan	35,280
	33	Princeton	35,140
	34	Minnesota	34,953
	35	Saskatchewan	34,749
	36	Duke	34,544
	37	Harvard	34,461
	38	Southern Illinois	34,289
	39	British Columbia	34,240
	40	Queen's	34,161
	41	Iowa	34,024
4	42	Colorado State	33,829
	43	Chicago	33,805
	44	Virginia	33,769
	45	Cornell	33,763
	46	MIT	33,662
	47	SUNY-Albany	33,643
	48	Indiana	33,439
	49	Cincinnati	33,202
	50	Wisconsin	33,201
	51	Illinois, Chicago	33,178
	52	Pennsylvania	33,159
	53	Maryland	33,007
	54	Western Ontario	33,006
5	55	Michigan State	$32,973
	56	Ohio State	32,686
	57	Howard	32,640
	58	Notre Dame	32,538
	59	Northwestern	32,436
	60	Brown	32,302
	61	Colorado	32,266
	62	Virginia Tech	32,037
	63	New Mexico	32,020
6	64	Purdue	31,979
	65	Illinois, Urbana	31,937
	66	Pittsburgh	31,983
	67	Johns Hopkins	31,886
	68	Arizona	31,846
	69	Texas A&M	31,763
	70	Tennessee	31,732
	71	Wayne State	31,689
	72	North Carolina State	31,597
	73	Arizona State	31,398
	74	Emory	31,385
	75	North Carolina	31,213
	76	Nebraska	31,184
7	77	Syracuse	30,978
	78	Temple	30,938
	79	Miami	30,816
	80	Oregon	30,554
	81	Texas	30,550
	82	Florida	30,452
	83	South Carolina	30,349
	84	Georgetown	30,186
	85	Houston	30,175
8	86	Boston University	29,963
	87	Washington	29,953
	88	Florida State	29,834
	89	Louisiana State	29,695
	90	Washington State	29,662
	91	Washington, St.Louis	29,661
	92	Oklahoma	29,509
	93	Rice	29,450
	94	Brigham Young	29,063
9	95	Delaware	28,728
	96	Georgia	28,619
	97	Utah	28,434
	98	Georgia Tech	28,429
	99	Vanderbilt	28,428
	100	Kansas	28,411
	101	Kentucky	28,410
	102	Case Western	28,298
	103	Alabama	28,281
	104	Rochester	28,062
	104	Tulane	28,062
10	106	Oklahoma State	27,413
	107	Missouri	26,887

All Canadian salaries and some U.S. salaries revised from 1988 Survey figures.
Canadian salaries expressed in U.S. dollars.
See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 10: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 43,000 and over	6 - 33,000-33,999
2 - 40,000-42,999	7 - 32,000-32,999
3 - 37,000-39,999	8 - 31,000-31,999
4 - 35,000-36,999	9 - 30,000-30,999
5 - 34,000-34,999	10 - below 30,000

Group	Rank	Institution	Salary	Group	Rank	Institution	Salary
1	1	California, Davis	$46,783	5	55	Wayne State	$34,635
	2	California, Santa Barbara	46,211		56	Illinois, Urbana	34,634
	3	California, Los Angeles	45,902		57	Saskatchewan	34,606
	4	Stanford	45,535		58	Pittsburgh	34,480
	5	California, Berkeley	45,428		59	Brown	34,317
	6	California, San Diego	45,159		60	Notre Dame	34,286
	7	Rutgers	45,095		61	Howard	34,191
	8	California, Irvine	44,874		62	Tennessee	34,049
	9	York	43,951		63	Oklahoma	34,041
	10	Massachusetts	43,331		64	Northwestern	34,036
2	11	Laval	42,973	6	65	Johns Hopkins	33,988
	12	California, Riverside	42,727		66	Texas A&M	33,689
	13	Guelph	42,622		67	North Carolina State	33,565
	14	Connecticut	42,281		68	New Mexico	33,545
	15	SUNY-Stony Brook	41,907		69	Ohio State	33,536
	16	Toronto	41,182		70	Syracuse	33,350
	17	Columbia	41,106		71	Virginia Tech	33,336
	18	Yale	40,679		72	Pennsylvania	33,298
	19	McGill	40,217		73	Purdue	33,284
					74	Temple	33,248
3	20	Iowa State	39,737		75	Nebraska	33,122
	21	Southern California	39,181				
	22	Kent State	39,028	7	76	Rice	32,992
	23	Alberta	38,883		77	Emory	32,882
	24	New York University	38,715		78	North Carolina	32,716
	25	Waterloo	38,572		79	Boston University	32,419
	26	Manitoba	38,457		80	Washington	32,412
	27	SUNY-Buffalo	38,276		81	Georgetown	32,390
	28	McMaster	38,206		82	South Carolina	32,114
	29	Dartmouth	38,089		83	Delaware	32,088
	30	Illinois, Chicago	37,653		84	Florida	32,052
	31	Harvard	37,649		85	Houston	32,019
	32	Hawaii	37,640				
	33	MIT	37,485	8	86	Texas	31,897
	34	Southern Illinois	37,441		87	Miami	31,894
	35	Michigan	37,123		88	Washington State	31,572
					89	Arizona State	31,329
4	36	British Columbia	36,941		90	Florida State	31,308
	37	Iowa	36,699		91	Vanderbilt	31,168
	38	Princeton	36,521		92	Case Western	31,100
	39	Duke	36,506				
	40	Chicago	36,442	9	93	Oregon	30,920
	41	Western Ontario	36,213		94	Rochester	30,545
	42	Pennsylvania State	36,178		95	Arizona	30,326
	43	Minnesota	36,173		96	Kansas	30,294
	44	Maryland	36,170		97	Kentucky	30,220
	45	Cincinnati	35,897		98	Utah	30,188
	46	Wisconsin	35,895		99	Louisiana State	30,041
	47	Colorado State	35,573				
	48	SUNY-Albany	35,492	10	100	Brigham Young	29,932
	49	Virginia	35,490		101	Washington, St. Louis	29,921
	50	Indiana	35,312		102	Tulane	29,897
	51	Queen's	35,192		103	Georgia	29,807
	52	Cornell	35,171		104	Georgia Tech	29,543
					105	Missouri	29,257
5	53	Michigan State	34,893		106	Alabama	28,396
	54	Colorado	34,595		107	Oklahoma State	27,862

Canadian salaries expressed in U.S. dollars.

See Tables 29 through 42 for statistics related to medical and law library salaries.

TABLE 11: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1987-90

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1987	1988	1989r	1990	1987	1988	1989r	1990	1987	1988	1989r	1990
Alabama	*	102	103	106	104	99	95	105	100	84	85	101
Alberta	*	41	30	23	51	28	25	17	42	31	31	29
Arizona	*	57	68	95	60	46	58	88	73	34	69	92
Arizona State	*	45	73	89	45	57	65	84	44	51	69	69
Boston	*	84	86	79	86	81	89	82	49	47	52	61
Brigham Young	*	90	94	100	66	88	94	95	32	51	85	69
British Columbia	*	50	39	36	73	41	28	38	86	83	35	18
Brown	*	58	60	59	52	60	55	57	16	19	20	21
Cal., Berkeley	*	4	2	5	1	5	3	5	3	3	6	6
Cal., Davis	*	5	4	1	1	2	3	3	3	3	6	6
Cal., Irvine	*	8	8	8	5	7	9	8	3	3	6	6
Cal., Los Angeles	*	6	6	3	1	2	3	4	3	3	6	6
Cal., Riverside	*	10	13	12	7	12	14	16	3	3	6	6
Cal., San Diego	*	3	5	6	7	6	6	6	3	3	6	6
Cal., Santa Barbara	*	1	3	2	1	1	2	2	3	3	6	6
Case Western Reserve	*	91	102	92	32	78	103	89	90	84	100	92
Chicago	*	71	43	40	72	65	57	51	94	79	63	50
Cincinnati	*	42	49	45	22	20	31	29	48	81	90	102
Colorado	*	44	61	54	26	39	69	66	21	22	32	35
Colorado State	*	51	42	47	50	45	51	48	9	15	27	45
Columbia	*	15	14	17	12	16	16	19	18	14	13	13
Connecticut	*	17	16	14	19	18	15	15	27	25	54	82
Cornell	*	29	45	52	37	44	48	55	61	75	69	69
Dartmouth	*	21	31	29	57	22	27	26	48	19	24	30
Delaware	*	82	95	83	98	102	106	99	48	34	37	49
Duke	*	32	36	39	29	34	37	37	45	34	45	52
Emory	*	64	74	77	69	76	84	85	61	84	93	92
Florida	*	76	82	84	75	82	86	92	30	34	37	35
Florida State	*	99	88	90	83	92	97	101	104	98	69	64
Georgetown	*	77	84	81	76	86	96	96	61	28	37	45
Georgia	*	97	96	103	95	101	81	98	76	84	99	92
Georgia Tech	*	92	98	104	105	105	105	106	76	84	93	103
Guelph	*	14	11	13	21	13	10	12	89	62	44	16
Harvard	*	34	37	31	47	51	42	40	29	48	55	30
Hawaii	*	13	18	32	11	11	17	24	12	13	16	20
Houston	*	78	85	85	59	74	87	73	76	102	100	83
Howard	*	48	57	61	64	52	59	61	14	17	22	44
Illinois, Chicago	**	**	51	30	**	**	64	31	**	**	118	35
Illinois, Urbana	*	63	65	56	74	89	85	75	48	34	69	53
Indiana	*	53	48	50	58	67	44	53	102	64	37	33

r - 1988 rankings revised from 1988 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.

TABLE 11: SUMMARY OF RANKINGS, FISCAL YEARS 1987-90

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1987	1988	1989r	1990	1987	1988	1989r	1990	1987	1988	1989r	1990
Iowa	*	39	41	37	30	35	38	33	49	59	65	63
Iowa State	*	31	28	20	63	56	36	25	60	78	69	45
Johns Hopkins	*	61	67	65	46	48	49	46	54	49	58	67
Kansas	*	104	100	96	94	96	91	91	60	79	85	83
Kent State	*	33	21	22	18	21	29	28	26	50	67	89
Kentucky	*	105	101	97	101	104	100	100	100	102	100	106
Laval	*	88	12	11	14	62	11	13	30	30	18	19
Louisiana State	*	98	89	99	81	85	82	102	32	65	55	65
McGill	*	35	29	19	56	37	18	18	99	76	50	42
McMaster	*	30	21	28	42	24	20	21	104	95	43	51
Manitoba	*	36	25	26	34	25	19	20	103	97	92	100
Maryland	*	43	53	44	43	55	56	44	48	73	62	68
Massachusetts	*	9	9	10	10	9	8	9	22	18	26	35
MIT	*	56	46	33	47	63	52	39	32	34	46	53
Miami	*	80	79	87	47	70	67	79	22	34	69	69
Michigan	*	25	28	35	33	26	33	42	27	22	27	17
Michigan State	*	66	55	53	40	73	62	63	32	34	46	24
Minnesota	*	20	34	43	27	40	46	56	25	27	59	53
Missouri	*	101	107	105	79	90	98	93	87	98	100	95
Nebraska	*	85	76	75	100	95	77	70	87	84	85	92
New Mexico	*	73	63	68	39	54	54	59	32	56	53	24
New York	*	40	23	24	31	31	35	47	10	10	4	4
North Carolina	*	72	75	78	84	70	70	72	75	84	93	69
North Carolina State	*	70	72	67	85	69	71	74	32	51	68	66
Northwestern	*	52	59	64	65	64	68	68	60	34	43	69
Notre Dame	*	54	58	60	40	66	72	63	32	34	34	35
Ohio State	*	55	56	69	36	50	61	67	31	33	46	60
Oklahoma	*	103	92	63	93	103	79	41	87	84	1	1
Oklahoma State	*	106	106	107	106	106	107	107	96	101	91	90
Oregon	*	62	80	93	61	59	90	86	49	65	93	92
Pennylvania	*	38	52	72	62	49	53	62	72	34	69	53
Pennylvania	*	23	27	42	32	36	32	45	21	16	19	24
Pittsburgh	*	60	66	58	77	58	60	58	87	102	100	69
Princeton	*	24	33	38	23	27	43	48	28	25	32	24
Purdue	*	68	64	73	76	83	63	71	87	102	100	103
Queen's	*	69	40	51	92	72	47	52	82	58	42	48
Rice	*	96	93	76	103	93	92	65	32	34	55	53
Rochester	*	95	104	94	97	79	102	103	105	106	107	106
Rutgers	*	2	1	7	6	4	1	11	19	11	15	14
Saskatchewan	*	46	35	57	53	29	24	34	83	63	61	87

r - 1988 rankings revised from 1988 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.

TABLE 11: SUMMARY OF RANKINGS, FISCAL YEARS 1987-90

Institution	Average Salaries				Median Salaries				Beginning Salaries			
FY	1987	1988	1989r	1990	1987	1988	1989r	1990	1987	1988	1989r	1990
South Carolina	*	79	83	82	67	75	74	80	23	22	64	53
Southern California	*	18	22	21	20	32	30	32	16	2	2	2
Southern Illinois	*	37	38	34	28	42	40	35	43	28	51	35
Stanford	*	7	7	4	9	8	12	7	1	1	3	3
SUNY-Albany	*	49	47	48	15	14	21	27	48	60	59	62
SUNY-Buffalo	*	22	29	27	25	23	34	36	61	60	37	35
SUNY-Stony Brook	*	16	20	15	16	17	22	14	30	16	15	15
Syracuse	*	89	77	70	71	84	76	77	94	87	69	69
Temple	*	81	78	74	70	68	66	69	94	96	69	83
Tennessee	*	74	70	62	78	77	83	78	76	32	93	69
Texas	*	87	81	86	89	80	75	83	61	75	93	92
Texas A&M	*	67	69	66	99	91	78	76	76	87	69	69
Toronto	*	19	17	16	17	15	13	10	93	81	36	43
Tulane	*	100	104	102	90	100	99	97	61	60	69	69
Utah	*	94	97	98	91	97	88	90	30	60	100	103
Vanderbilt	*	93	99	91	102	98	104	94	76	87	69	69
Virginia	*	47	44	49	37	43	41	54	61	60	69	53
Virginia Tech	*	59	62	71	44	47	45	50	47	47	66	69
Washington	*	83	87	80	80	87	93	87	46	60	85	83
Wahington State	*	75	90	88	54	61	80	81	30	60	84	91
Washington, St. Louis	*	86	91	101	87	94	101	104	56	56	83	88
Waterloo	*	27	26	25	55	30	26	22	72	59	29	32
Wayne State	*	26	71	55	24	33	73	60	21	16	17	24
Western Ontario	*	65	54	41	88	53	38	30	91	98	23	22
Wisconsin	*	28	50	46	35	38	50	43	58	20	25	34
Yale	*	11	15	18	13	19	23	23	11	11	13	5
York	*	12	10	9	96	10	7	1	106	106	30	23

r - 1988 rankings revised from 1988 Survey based on current reports.
* - Average salaries not calculated during this period.
** - Institution not an ARL member during this period.

TABLE 12: SALARY TRENDS OF SALARIES IN ARL UNIVERSITY LIBRARIES*

Salary figures for the past ten years are converted into index numbers and compared to Consumer Price Index (CPI); all of which have been converted using July 1980 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS**	Median Salary Index	BPS** Index	Actual CPI	Adjusted CPI
1990	107	8,253	$34,629	$22,000	183.1	183.3	372.7	170.3
1989	107	8,087	32,461	20,400	171.7	170.0	354.9	162.1
1988	106	7,962	30,534	19,460	161.5	162.2	340.8	155.7
1987	105	7,718	28,941	18,250	153.0	152.1	328.0	149.8
1986	105	7,543	27,485	17,500	145.3	145.8	322.8	147.5
1985	104	7,161	26,100	16,500	138.0	137.5	311.7	142.4
1984	103	7,039	24,940	15,778	131.9	131.5	299.3	136.7
1983	100	6,898	23,500	15,000	124.3	125.0	292.2	133.5
1982	100	6,894	21,727	14,200	114.9	118.3	274.4	125.4
1981	98	6,581	20,987	13,000	111.0	108.3	247.8	113.2
1980	97	6,731	18,910	12,000	100.0	100.0	218.9	100.0

Canadian salaries expressed in U.S. dollars.
* - Includes law and medical salaries.
** - Beginning Professional salary.

TABLE 13: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1990[1]

	SALARY INTERVALS	NUMBER OF STAFF									PERCENT AT EACH LEVEL								
		Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Med./ Law Hd. (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01	$150,000 or more																		
02	140,000-149,999																		
03	130,000-139,999	3									3								
04	120,000-129,999	3									3								
05	110,000-119,999	2									2								
06	100,000-109,999	11									11								
07	95,000-99,999	3									3								
08	90,000-94,999	18	3								18	2							
09	85,000-89,999	12	2			1			3		12	1							
10	80,000-84,999	17	3	3		1			2		17	2	1						
11	75,000-79,999	9	5	4		1	1		1	1	9	3	2						
12	70,000-74,999	11	14	5		4	2	1	2		11	9	2		1				
13	65,000-69,999	6	19	14		5	2		2		6	12	6		1				
14	60,000-64,999	3	29	27		12	6	4	17	2	3	19	11		2	1	1	1	
15	55,000-59,999		45	36		15	9	6	41	10		29	14		3	1	1	3	
16	50,000-54,999		21	68		44	47	16	109	53		13	27		8	6	3	8	2
17	48,000-49,999		4	25		30	24	13	72	41		3	10		5	3	2	5	1
18	46,000-47,999		2	26		31	30	17	80	82		1	10		5	4	3	6	3
19	44,000-45,999		5	16		35	35	25	81	45		3	6		6	5	4	6	1
20	42,000-43,999		2	10		38	47	24	118	105		1	4		7	6	4	8	3
21	40,000-41,999			8		40	42	40	119	134			3		7	5	7	8	4
22	38,000-39,999		1	7		45	49	25	143	110		1	3		8	6	4	10	4
23	36,000-37,999			1		56	57	35	135	195					10	7	6	9	6
24	34,000-35,999		1	1		40	66	48	140	258		1			7	9	9	10	8
25	32,000-33,999					53	76	61	122	287					9	10	11	8	9
26	30,000-31,999					53	77	59	83	358					9	10	10	6	11
27	29,000-29,999					12	33	25	22	132					2	4	4	2	4
28	28,000-28,999					13	30	31	33	209					2	4	6	2	7
29	27,000-27,999					12	22	22	34	172					2	3	4	2	6
30	26,000-26,999					8	26	29	24	162					1	3	5	2	5
31	25,000-25,999					5	15	21	16	168					1	2	4	1	5
32	24,000-24,999					3	15	16	16	168					1	2	3	1	5
33	23,000-23,999					2	26	17	8	120						3	3	1	4
34	22,000-22,999					1	11	15	7	137						1	3		4
35	21,000-21,999					2	11	5	7	85						1	1		3
36	20,000-20,999					2	10	3	5	57						1	1		2
37	19,000-19,999							3		17							1		1
38	18,000-18,999					1			1	5									
39	17,000-17,999							1		1									
40	16,999 or less									5									
41	TOTAL	98	156	251		565	769	562	1443	3119	100	100	100		100	100	100	100	100

[1] Does not include statistics for law and medical libraries.

TABLE 14: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1990[1]

	SALARY INTERVALS	MEN ONLY									WOMEN ONLY								
		Dir. (1)	Assoc. Dir (2)	Asst. Dir. (3)	Med./ Law Hd (4)	Branch Head (5)	Subj. Spec (6)	Func. Spec. (7)	Dept Head (8)	Other Prof (9)	Dir. (1)	Assoc. Dir (2)	Asst. Dir. (3)	Med / Law Hd (4)	Branch Head (5)	Subj. Spec. (6)	Func. Spec. (7)	Dept. Head (8)	Other Prof. (9)
01	$150,000 or more																		
02	140,000-149,999																		
03	130,000-139,999																		
04	120,000-129,999																		
05	110,000-119,999																		
06	100,000-109,999																		
07	95,000-99,999																		
08	90,000-94,999		1																
09	85,000-89,999		1						3			2							
10	80,000-84,999		2	2		1			2			1			1				
11	75,000-79,999		1	2		1	1		1	1		1	1						
12	70,000-74,999		4	4		3	2	1	2			4	2						
13	65,000-69,999		10	8		3	1		1			10	1		1				
14	60,000-64,999		17	14		9	5	1	8	1		9	6		2	1		1	
15	55,000-59,999		21	21		8	6	3	26	6		12	13		3	1	3	9	1
16	50,000-54,999		6	27		19	29	5	60	19		24	15		7	3	3	15	4
17	48,000-49,999		1	13		11	15	2	31	8		15	41		25	18	11	49	34
18	46,000-47,999		1	10		13	16	10	41	27		3	12		19	9	11	41	33
19	44,000-45,999		3	8		10	19	9	29	14		1	16		18	14	7	39	55
20	42,000-43,999		1	4		14	23	11	42	35		2	8		25	16	16	52	31
21	40,000-41,999			5		14	24	17	36	46		1	6		24	24	13	76	70
22	38,000-39,999			2		14	27	6	52	47			3		26	18	23	83	88
23	36,000-37,999					19	29	18	48	62		1	5		31	22	19	91	63
24	34,000-35,999		1	1		13	36	21	45	79			1		37	28	17	87	133
25	32,000-33,999					10	39	33	41	78					27	30	27	95	179
26	30,000-31,999					14	34	25	35	107					43	37	28	81	209
27	29,000-29,999					2	10	8	9	30					39	43	34	48	251
28	28,000-28,999					3	12	13	9	64					10	23	17	13	102
29	27,000-27,999					5	11	8	9	34					10	18	18	24	145
30	26,000-26,999					2	8	13	12	46					7	11	14	25	138
31	25,000-25,999					2	7	12	2	45					6	18	16	12	116
32	24,000-24,999						2	4	6	54					3	8	9	14	123
33	23,000-23,999						10	6	3	31					3	13	12	10	114
34	22,000-22,999						1	6	2	38					2	16	11	5	89
35	21,000-21,999						4	2	1	27					1	10	9	5	99
36	20,000-20,999					1	5	3	3	16					2	7	3	6	58
37	19,000-19,999							1		6					1	5		2	41
38	18,000-18,999									1							2		11
39	17,000-17,999							1							1			1	4
40	16,999 or less									1									1
41	TOTAL		70	121		191	376	239	559	923		86	130		374	393	323	884	2196

[1] Does not include statistics for law and medical libraries.

TABLE 15: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

FISCAL YEAR 1990

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	98	68	30	$88,239	$87,697	$89,467
2. Associate Director	156	70	86	61,321	61,414	61,244
3. Assistant Director	251	121	130	53,499	54,561	52,510
4. Branch Head	565	191	374	40,309	43,050	38,909
5. Subject Specialist	769	376	393	36,389	38,118	34,734
6. Functional Specialist	562	239	323	34,515	34,280	34,690
7. Dept. Head: Reference	127	42	85	41,033	40,814	41,141
8. Cataloging	117	39	78	42,118	43,991	41,181
9. Acquisition	112	39	73	40,220	41,355	39,613
10. Serials	53	15	38	40,211	38,348	40,947
11. Doc./Maps	111	45	66	38,669	36,984	39,818
12. Circulation	95	35	60	35,668	36,787	35,015
13. Spec. Coll'n.	108	66	42	43,976	46,909	39,366
14. Computer	61	36	25	46,379	47,294	45,063
15. Other	659	242	417	38,500	40,564	37,302
16. Reference: Over 15 yrs. exp.	478	141	337	36,752	36,886	36,696
17. 10 - 15 yrs. exp.	253	81	172	32,505	33,243	32,157
18. 5 - 10 yrs. exp.	249	72	177	29,170	29,904	28,872
19. Under 5 yrs. exp.	316	98	218	25,228	25,450	25,128
20. Catalog: Over 15 yrs. exp.	506	161	345	35,760	36,232	35,539
21. 10 - 15 yrs. exp.	142	44	98	31,724	32,593	31,334
22. 5 - 10 yrs. exp.	206	52	154	28,965	29,615	28,746
23. Under 5 yrs. exp.	256	72	184	25,607	25,624	25,600
24. Other: Over 15 yrs. exp.	268	84	184	37,884	39,037	37,358
25. 10 - 15 yrs. exp.	106	24	82	33,517	34,612	33,197
26. 5 - 10 yrs. exp.	159	41	118	29,819	30,540	29,568
27. Under 5 yrs. exp.	180	53	127	24,841	25,249	24,671
All Positions	6,963	2,547	4,416	$35,655	$39,533	$35,684

See Tables 33 and 40 for statistics related to medical and law library salaries.

TABLE 16: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

FISCAL YEAR 1990

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	5	4	1	$83,037	*	*
2. Associate Director	7	0	7	65,758		$65,758
3. Assistant Director	12	4	8	50,617	$49,711	51,070
4. Branch Head	47	16	31	40,288	46,042	37,319
5. Subject Specialist	94	40	54	37,276	41,761	33,954
6. Functional Specialist	52	16	36	35,289	35,232	35,314
7. Dept. Head: Reference	8	2	6	38,652	*	*
8. Cataloging	10	3	7	41,251	*	*
9. Acquisition	5	0	5	39,944		39,944
10. Serials	2	1	1	*	*	*
11. Documents/Maps	6	1	5	43,588	*	*
12. Circulation	6	3	3	29,931	*	*
13. Special Coll'n.	5	2	3	39,301	*	*
14. Computer	2	0	2	*		*
15. Other	55	21	34	37,539	39,231	36,494
16. Reference: Over 15 yrs. exp.	50	10	40	36,711	34,776	37,195
17. 10 - 15 yrs. exp.	25	4	21	33,412	33,904	33,319
18. 5 - 10 yrs. exp.	20	5	15	28,670	25,998	29,561
19. Under 5 yrs. exp.	43	13	30	26,351	27,636	25,794
20. Catalog: Over 15 yrs. exp.	91	26	65	34,458	34,865	34,295
21. 10 - 15 yrs. exp.	18	7	11	30,337	29,724	30,728
22 5 - 10 yrs. exp.	27	7	20	28,102	27,689	28,275
23 Under 5 yrs. exp.	29	7	22	25,076	25,607	24,907
24. Other: Over 15 yrs. exp.	23	5	18	37,849	37,831	37,854
25. 10 - 15 yrs. exp.	4	2	2	33,476	*	*
26. 5 - 10 yrs. exp.	7	1	6	33,037	*	*
27. Under 5 yrs. exp.	187	2	15	24,047	*	*
All Positions	670	202	468	$35,426	$37,769	$34,414

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 17: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	98	68	30	24.1	25.2	21.5
2. Associate Director	156	70	86	21.0	22.8	19.5
3. Assistant Director	251	121	130	18.1	17.7	18.5
4. Branch Head	565	191	374	16.7	17.8	16.2
5. Subject Specialist	769	376	393	15.1	16.0	14.2
6. Functional Specialist	562	239	323	11.0	11.6	10.5
7. Dept. Head: Reference	127	42	85	16.0	17.2	15.4
8. Cataloging	117	39	78	16.7	16.4	16.9
9. Acquisition	112	39	73	16.8	14.9	17.8
10. Serials	53	15	38	17.9	16.9	18.4
11. Documents/Maps	111	45	66	17.4	15.7	18.5
12. Circulation	95	35	60	11.5	12.1	11.1
13. Spec. Coll'n.	108	66	42	20.0	20.7	19.0
14. Computer	61	36	25	14.0	15.4	12.0
15. Other	659	242	417	15.4	16.2	15.0
16. Public Services	378	113	265	12.1	12.4	12.0
17. Technical Services	257	68	189	12.7	13.2	12.5
18. Administrative Services	78	21	57	12.8	13.5	12.6
19. Reference	1,296	392	904	12.3	12.3	12.2
20. Cataloging	1,110	329	781	13.5	14.1	13.2
All Positions	6,963	2,547	4,416	14.4	15.3	13.9

See Tables 34 and 41 for statistics related to medical and law library salaries.

TABLE 18: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS, FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	5	4	1	21.4	21.0	23.0
2. Associate Director	7	0	7	19.6		19.6
3. Assistant Director	12	4	8	16.8	20.5	15.0
4. Branch Head	47	16	31	17.0	18.9	16.1
5. Subject Specialist	94	40	54	16.6	17.7	15.9
6. Functional Specialist	52	16	36	11.4	13.0	10.7
7. Dept. Head:Reference	8	2	6	15.3	17.7	14.2
8. Cataloging	10	3	7	17.9	18.7	17.6
9. Acquisition	5	0	5	19.8		19.8
10. Serials	2	1	1	20.0	20.0	20.0
11. Doc./Maps	6	1	5	16.2	32.0	13.0
12. Circulation	6	3	3	8.8	10.0	7.7
13. Spec. Coll'n.	5	2	3	19.6	20.5	19.0
14. Computer	2	0	2	10.0		10.0
15. Other	55	21	34	15.6	16.3	15.2
16. Public Services	32	6	26	10.8	10.8	10.7
17. Technical Services	15	3	12	14.5	15.3	14.4
18. Administrative Services	4	1	3	15.8	24.0	13.0
19. Reference	138	32	106	11.7	10.7	12.0
20. Catalog	165	47	118	15.1	14.8	15.3
All Positions	670	202	468	14.5 yrs	15.4 yrs	14.1 yrs

Excludes all Canadian libraries.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS

BY YEARS OF EXPERIENCE, FISCAL YEAR 1990

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	946	316	630	13.6	$26,151	$26,422	$26,016
2. 4 - 7 years	952	322	630	13.7	30,040	31,220	29,447
3. 8 - 11 years	915	280	635	13.2	33,899	35,630	33,144
4. 12 - 15 years	1,049	401	648	15.1	37,936	39,152	37,161
5. 16 - 19 years	1,071	387	684	15.4	40,753	41,875	40,124
6. 20 - 23 years	946	356	590	13.5	43,924	45,458	42,997
7. 24 - 27 years	512	235	277	7.3	45,078	47,472	43,062
8. 28 - 31 years	294	135	159	4.2	44,523	49,803	40,001
9. 32 - 35 years	175	61	96	2.3	46,108	53,907	41,072
10. Over 35 years	119	54	65	1.7	47,522	54,895	41,377
All Positions	6,963	2,547	4,416	100.0	$35,655	$39,533	$35,684

Canadian salaries converted to U.S. dollars.

TABLE 20: NUMBER AND AVERAGE SALARIES OF U.S. ARL UNIVERSITY MINORITY LIBRARIANS

BY YEARS OF EXPERIENCE, FISCAL YEAR 1990

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	93	25	68	14.0	$26,801	$27,397	$26,588
2. 4 - 7 years	96	23	73	14.4	29,785	31,469	29,238
3. 8 - 11 years	70	23	47	10.4	32,184	31,972	32,286
4. 12 - 15 years	87	24	63	12.9	35,995	35,088	36,335
5. 16 - 19 years	110	34	76	16.5	39,605	42,214	38,429
6. 20 - 23 years	103	33	70	15.4	39,505	41,460	38,569
7. 24 - 27 years	58	20	38	8.5	42,060	45,801	40,091
8. 28 - 31 years	34	14	20	5.0	43,298	47,398	40,248
9. 32 - 35 years	12	5	7	1.8	40,939	48,964	35,207
10. Over 35 years	7	1	6	1.0	36,114	*	*
All Positions	670	202	468	100.0	$35,426	$37,769	$34,414

Excludes all Canadian libraries.

* - Salary information is not published when fewer than four individuals are involved.

TABLE 21: AVERAGE SALARY FOR SELECTED POSITIONS BY YEARS OF EXPERIENCE

FISCAL YEAR 1990

Position	Years of Experience						
	0 - 3 years	4 - 7 years	8 - 11 years	12 - 15 years	16 - 19 years	20 - 23 years	24 or more years
1. Director	N/A	N/A	*	*	$86,845	$82,569	$93,879
2. Associate Director	*	*	$64,889	$57,480	59,401	64,396	60,919
3. Assistant Director	$60,665	$50,894	48,410	53,231	53,667	53,858	55,619
4. Branch Head	28,538	31,385	34,688	39,398	41,875	45,633	45,468
5. Functional Specialist	28,004	31,790	34,129	36,999	40,464	38,509	44,088
6. Subject Specialist	26,024	30,936	33,014	36,892	38,281	40,244	44,356
7. Head, Acquisitions	29,905	33,072	34,860	40,939	42,244	44,106	44,680
8. Head, Reference	37,024	37,476	38,594	41,111	39,215	42,650	48,448
9. Head, Cataloging	33,089	36,216	35,992	42,011	44,675	42,965	47,782
10. Head, Serials	28,864	34,737	33,776	39,984	41,028	43,410	43,276
11. Head, Documents/Maps	26,385	30,390	35,151	38,417	37,817	42,521	43,585
12. Head, Circulation	28,572	33,628	33,243	37,581	39,198	40,671	44,174
13. Head, Special Collections	34,029	32,392	38,293	44,111	42,618	48,566	47,964
14. Head, Computer Systems	37,068	42,926	41,219	46,184	47,512	50,784	59,048
15. Head, Other Dept. or Unit	27,398	30,604	35,476	39,647	40,664	42,706	45,989

Experience reflects total professional experience.
Excludes staff in law and medical libraries.
N/A - No positions reported in this category.
* - Salary information is not published when fewer than four individuals are involved.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION

FISCAL YEAR 1990

Position		ALL COMBINED (107)*		PUBLIC (64)		PRIVATE (30)	
		No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director		98	$88,239	58	$85,490	30	$98,884
2. Associate Director		156	61,321	86	60,895	46	64,643
3. Assistant Director		251	53,499	148	52,681	90	55,075
4. Branch Head		565	40,309	343	39,359	155	41,532
5. Subject Specialist		769	36,389	444	36,222	255	36,033
6. Functional Specialist		562	34,515	292	34,636	214	33,023
7. Dept. Head:	Reference	127	41,033	66	41,270	47	39,724
8.	Cataloging	117	42,118	65	42,675	42	39,878
9.	Acquisition	112	40,220	65	40,718	35	37,156
10.	Serials	53	40,211	29	40,657	19	39,104
11.	Documents/Maps	111	38,669	72	39,024	26	35,648
12.	Circulation	95	35,668	53	36,164	32	32,886
13.	Special Coll'n.	108	43,976	62	45,057	35	42,344
14.	Computer	61	46,379	34	46,242	20	45,553
15.	Other	659	38,500	375	37,960	230	38,567
16. Reference:	Over 15 yrs. exp.	478	36,752	300	36,515	101	34,678
17.	10 - 15 yrs. exp.	253	32,505	152	32,096	65	31,786
18.	5 - 10 yrs. exp.	249	29,170	158	29,194	55	28,087
19.	Under 5 yrs. exp.	316	25,228	204	24,490	81	26,820
20. Catalog:	Over 15 yrs. exp.	506	35,760	261	35,567	167	34,028
21.	10 - 15 yrs. exp.	142	31,724	74	30,264	44	31,714
22.	5 - 10 yrs. exp.	206	28,965	112	28,342	74	29,642
23.	Under 5 yrs. exp.	256	25,607	130	24,445	116	26,691
24. Other:	Over 15 yrs. exp.	268	37,884	178	37,908	57	35,155
25.	10 - 15 yrs. exp.	106	33,517	58	33,237	38	33,302
26.	5 - 10 yrs. exp.	159	29,819	101	29,350	48	30,520
27.	Under 5 yrs. exp.	180	24,841	113	24,072	55	25,863
All Positions		6,963	$35,655	4,033	$36,701	2,177	$32,259

* - Includes 13 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 24.

( ) Number of ARL libraries included

TABLE 23: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1990

Position	Staff Over 124 (6)		Staff 75-124 (22)		Staff 50-74 (33)		Staff 1-49 (46)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	5	$103,137	19	$99,479	31	$88,634	43	$81,255
2. Associate Director	20	68,188	45	64,332	42	60,346	49	56,587
3. Assistant Director	26	56,414	66	56,251	78	53,400	81	50,416
4. Branch Head	95	46,105	200	39,578	161	40,335	109	36,561
5. Subject Specialist	148	38,516	256	36,760	226	36,828	139	32,726
6. Functional Specialist	111	37,554	160	32,810	175	34,476	116	34,019
7. Dept. Head: Reference	11	47,050	35	41,865	36	39,970	45	39,766
8. Cataloging	14	44,066	24	45,181	31	42,145	48	39,999
9. Acquisition	7	50,865	21	40,220	36	39,935	48	38,881
10. Serials	6	46,947	14	40,980	14	36,866	19	39,983
11. Docs./Maps	9	48,528	30	36,694	28	40,612	44	36,763
12. Circulation	17	34,807	18	36,382	26	34,975	34	36,251
13. Special Coll'n.	9	47,681	28	44,331	30	45,706	41	41,653
14. Computer	6	62,373	14	51,478	17	43,409	24	41,511
15. Other	66	47,207	241	38,214	184	37,626	168	36,446
16. Reference: Over 15 yrs.exp.	47	43,212	130	34,160	148	38,352	153	35,423
17. 10 - 15 yrs.exp.	22	37,928	92	31,707	55	32,900	84	31,699
18. 5 - 10 yrs.exp.	17	34,125	75	28,865	69	29,629	88	28,113
19. Under 5 yrs.exp.	22	30,720	97	25,357	88	25,210	109	24,020
20. Catalog: Over 15 yrs.exp.	77	43,241	138	33,205	150	36,145	141	33,765
21. 10 - 15 yrs.exp.	11	36,241	41	30,383	49	32,930	41	30,411
22. 5 - 10 yrs.exp.	26	34,239	63	28,667	64	29,106	53	26,563
23. Under 5 yrs.exp.	53	30,223	85	24,807	66	24,275	52	23,899
24. Other: Over 15 yrs.exp.	67	43,065	79	34,746	65	38,107	57	35,890
25. 10 - 15 yrs.exp.	19	39,370	24	32,614	36	32,726	27	31,256
26. 5 - 10 yrs.exp.	22	34,279	40	28,860	55	28,782	42	29,753
27. Under 5 yrs.exp.	20	26,464	59	24,741	50	25,852	51	23,328
All Positions	953	$31,032	2,094	$36,216	2,010	$37,241	1,906	$35,679

( ) Number of ARL libraries included.

TABLE 24: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1989

Position	Northeast		North Central		South			West		Canada
	New England (8)	Middle Atlantic (14)	East N.Central (16)	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(13)
1. Director	$97,837	$100,261	$89,862	$91,683	$86,660	$87,803	$79,087	$77,315	$91,887	$72,247
2. Associate Director	64,769	66,683	61,500	*	58,941	52,275	55,102	58,388	67,438	56,478
3. Assistant Director	63,335	53,505	55,542	53,922	49,388	44,783	48,142	48,887	56,960	51,891
4. Branch Head	45,352	41,277	39,567	36,695	37,983	33,097	33,164	35,840	43,739	42,342
5. Subject Specialist	39,678	37,732	34,534	33,096	32,740	27,783	27,031	31,148	44,113	38,742
6. Functional Specialist	34,676	33,204	32,210	34,951	31,560	29,308	31,590	29,937	40,419	39,589
7. Dept. Head: Reference	42,364	40,539	39,821	40,861	39,869	*	39,776	36,181	44,716	44,311
8. Cataloging	40,508	42,972	41,576	40,222	39,848	35,888	37,859	38,025	48,737	47,899
9. Acquisition	46,060	37,612	40,532	40,663	38,412	34,530	34,243	36,225	44,956	46,457
10. Serials	38,769	39,628	39,223	*	40,684	*	*	*	46,245	41,836
11. Doc./Maps	43,920	37,801	38,393	36,278	35,593	30,119	30,892	35,797	46,036	42,746
12. Circulation	31,197	35,128	34,682	35,551	34,100	28,554	36,105	33,077	42,386	41,939
13. Special Coll'n.	46,396	45,278	42,850	40,760	40,613	*	42,232	38,017	51,696	43,077
14. Computer	49,632	45,621	49,037	54,124	45,259	35,270	30,902	40,058	52,272	49,408
15. Other Depts.	40,701	40,036	36,718	37,730	33,872	30,944	34,799	32,497	46,782	41,961
16. Reference: Over 15 yrs.exp.	40,635	37,057	33,972	33,527	32,606	32,889	32,839	31,133	41,360	40,397
17. 10 - 15 yrs.exp.	35,868	32,500	31,599	29,925	30,646	29,524	24,800	29,310	36,250	35,527
18. 5 - 10 yrs.exp.	33,475	30,002	28,098	24,920	26,536	27,561	27,634	26,737	33,580	30,723
19. Under 5 yrs.exp.	30,799	26,075	25,536	24,486	23,292	23,004	23,538	22,766	26,679	25,928
20. Catalog: Over 15 yrs.exp.	36,800	34,030	32,876	32,461	31,756	30,425	28,257	30,941	43,332	40,113
21. 10 - 15 yrs.exp.	35,997	32,699	30,326	31,445	28,717	32,477	24,905	28,686	33,231	36,246
22. 5 - 10 yrs.exp.	34,119	29,389	27,332	25,726	26,854	23,632	25,225	24,783	32,918	29,953
23. Under 5 yrs.exp.	29,403	25,971	24,220	23,567	23,441	23,062	22,876	21,884	27,170	28,132
24. Other: Over 15 yrs.exp.	39,679	37,366	35,748	35,432	33,234	*	31,923	33,883	42,226	42,472
25. 10 - 15 yrs.exp.	33,545	32,253	34,329	34,359	29,133	N/A	32,010	26,725	39,525	35,960
26. 5 - 10 yrs.exp.	30,840	30,064	28,953	26,857	26,969	26,924	31,292	25,794	33,230	31,192
27. Under 5 yrs.exp.	26,851	25,318	24,973	25,648	22,524	22,350	21,352	22,790	27,686	27,398
All Positions: Avg. Salary	$38,922	$38,030	$35,928	$34,808	$34,049	$32,161	$32,490	$32,517	$42,509	$39,874
No. of Staff	701	1,010	1,130	405	962	203	383	407	1,009	753

( ) Number of ARL libraries included.
* - Salary information is not published when fewer than 4 individuals are involved.
N/A - No positions reported in this category.
Canadian salaries expressed in U.S. dollars.

Region	No.	ARL University Libraries Included	States/Provinces Included
Northeast			
1. New England	(8)	Boston; Brown; Connecticut; Dartmouth; Harvard; Massachusetts Institute of Technology; Massachusetts; Yale	Conn.; Mass.; Me.; N.H.; R.I.; Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; New York; Pennsylvania; Pennsylvania State; Pittsburgh; Princeton; Rochester; Rutgers; State University of New York: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J.; N.Y.; Pa.
North Central			
3. East North Central	(16)	Case Western Reserve; Chicago; Cincinnati; Illinois, Chicago; Illinois, Urbana; Indiana; Kent State; Michigan; Michigan State; Notre Dame; Northwestern; Ohio State; Purdue; Southern Illinois; Wayne State; Wisconsin	Ill.; Ind.; Mich.; Ohio; Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington University	Iowa; Kan.; Minn.; Mo.; Neb.; N. Dak.; S. Dak.
South			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Florida State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Maryland; Miami; North Carolina; North Carolina; South Carolina; Virginia; Virginia Tech	Del.; D.C.; Fla.; Ga.; Md.; N.C.; S.C.; Va.; W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala.; Ky.; Miss.; Tenn.
7. West South Central	(8)	Houston; Louisiana State; Oklahoma; Oklahoma State; Rice; Texas; Texas A&M; Tulane	Ark.; La.; Okla.; Tex.
West			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz.; Colo.; Idaho; Mont.; Nev.; N. Mex.; Utah; Wyo.
9. Pacific	(13)	University of California: Berkeley, Davis, Irvine, Los Angeles, Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern California; Stanford; Washington; Washington State	Alaska; Calif.; Hawaii; Ore.; Wash.
Canada	(13)	Alberta; British Columbia; Guelph; Laval; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western Ontario; York	Alta.; B.C.; Man.; N. Br.; Newf.; N.S.; Ont.; P.E.I.; Que.; Sask.

CANADIAN ARL UNIVERSITY LIBRARIES

Tables 25-28

TABLE 25: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL CANADIAN UNIVERSITY LIBRARIES

Institution	Filled Pos.	Average Salaries		Median Salaries		Beginning Salaries		Average Years Exp.
	FY 1989	FY 1989	FY 1990	FY 1989r	FY 1990	FY 1989r	FY 1990	FY 1990
Alberta	70	$42,761	$46,761	$43,166	$47,052	$26,564	$28,814	14.1
British Columbia	83	41,177	44,425	42,019	42,195	26,030	30,000	17.0
Guelph	32	50,182	51,257	49,544	51,601	25,600	30,450	16.8
Laval	68	49,277	51,679	49,428	51,405	28,336	29,469	18.3
McGill	62	45,592	48,365	44,760	47,017	25,180	27,571	14.8
McMaster	33	45,058	45,947	44,279	46,284	25,740	26,916	14.8
Manitoba	52	44,410	46,248	44,674	46,334	22,948	23,636	16.1
Queen's	39	41,082	42,322	38,156	40,125	25,825	26,990	14.8
Saskatchewan	34	41,789	41,617	43,189	43,191	24,492	24,492	14.5
Toronto	142	46,779	49,525	48,666	52,042	26,000	27,500	17.3
Waterloo	48	44,114	46,387	42,761	44,272	27,022	28,373	13.4
Western Ontario	43	39,693	43,550	39,349	43,606	27,340	28,910	15.1
York	47	50,448	52,855	51,883	56,682	27,000	28,890	16.8

Excludes Canadian law and medical libraries.
Salaries expressed in Canadian dollars.
See Tables 29 and 36 for statistics related to medical and law library salaries.

TABLE 26: NUMBER AND AVERAGE SALARIES OF CANADIAN ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1990

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	10	7	3	$86,888	$ *	$ *
2. Associate Director	24	12	12	67,923	68,251	67,595
3. Assistant Director	13	10	3	62,407	*	*
4. Branch Head	67	22	45	50,923	51,553	50,615
5. Subject Specialist	70	33	37	46,593	47,955	45,379
6. Functional Specialist	56	25	31	47,613	47,516	47,690
7. Dept. Head: Reference	14	6	8	53,291	54,973	52,029
8. Cataloging	10	4	6	57,606	57,902	57,409
9. Acquisition	12	5	7	55,872	58,405	54,062
10. Serials	5		5	50,313		50,313
11. Documents/Maps	13	5	8	51,409	47,828	53,647
12. Circulation	10	4	6	50,439	51,902	49,463
13. Special Coll'n.	11	5	6	51,806	51,258	52,263
14. Computer	7	4	3	59,421	*	*
15. Other	54	19	35	50,464	52,725	49,237
16. Reference: Over 15 yrs. exp.	77	23	54	48,290	47,708	48,534
17. 10 - 15 yrs. exp.	36	9	27	42,779	42,594	42,832
18. 5 - 10 yrs. exp.	36	10	26	37,368	36,556	37,600
19. Under 5 yrs. exp.	31	9	22	31,121	31,029	31,156
20. Catalog: Over 15 yrs. exp.	78	25	53	48,155	46,731	48,814
21. 10 - 15 yrs. exp.	24	7	17	43,896	46,795	42,532
22. 5 - 10 yrs. exp.	20	6	14	36,281	37,469	35,806
23. Under 5 yrs. exp.	10	1	9	36,044	*	*
24. Other: Over 15 yrs. exp.	33	10	23	50,439	52,293	49,411
25. 10 - 15 yrs. exp.	10	3	7	43,519	*	*
26. 5 - 10 yrs. exp.	10	2	8	38,292	*	*
27. Under 5 yrs. exp.	12	2	10	32,951	*	*
All Positions	806	279	527	$47,801	$50,309	$46,495

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.
* - Salary information not published for fewer than four individuals.

TABLE 27: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL CANADIAN UNIVERSITY LIBRARIANS, FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	10	7	3	19.8	19.0	21.7
2. Associate Director	24	12	12	21.8	21.1	22.6
3. Assistant Director	13	10	3	22.8	22.8	22.7
4. Branch Head	67	22	45	17.5	17.3	15.5
5. Subject Specialist	70	33	37	16.7	18.4	15.2
6. Functional Specialist	56	25	31	15.1	15.8	14.5
7. Dept. Head: Reference	14	6	8	16.5	18.3	15.1
8. Cataloging	10	4	6	18.6	21.3	16.8
9. Acquisition	12	5	7	17.6	17.0	18.0
10. Serials	5		5	18.8		18.8
11. Doc./Maps	13	5	8	20.9	18.4	22.5
12. Circulation	10	4	6	15.2	16.8	14.2
13. Spec. Coll'n.	11	5	6	16.7	14.4	18.7
14. Computer	7	4	3	18.3	20.5	15.3
15. Other	54	19	35	17.0	17.7	16.6
16. Reference	180	51	129	13.3	13.5	13.3
17. Catalog	132	39	93	16.3	17.0	16.0
18. Other	65	17	48	14.6	16.5	13.9
All Positions	753	268	485	16.0 yrs	17.3 yrs	15.3 yrs

Excludes Canadian law and medical libraries.

TABLE 28: NUMBER AND AVERAGE SALARIES OF ARL CANADIAN UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1990

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	55	14	41	6.4	$32,337	$32,788	$32,184
2. 4 - 7 years	69	21	48	8.1	36,547	37,387	36,179
3. 8 - 11 years	97	27	70	11.4	42,218	44,848	41,203
4. 12 - 15 years	118	40	78	13.8	47,191	48,028	46,762
5. 16 - 19 years	138	49	89	16.2	50,519	52,355	49,508
6. 20 - 23 years	149	65	84	17.5	54,648	55,095	54,303
7. 24 - 27 years	83	35	48	9.7	55,572	55,862	55,360
8. 28 - 31 years	29	12	17	3.4	53,696	56,810	51,497
9. 32 - 35 years	9	3	6	1.1	58,820	*	*
10. Over 35 years	6	2	4	0.7	55,527	*	*
All Positions	753	268	485	100.0	$47,801	$50,309	$46,495

Excludes Canadian medical and law libraries.
Salaries expressed in Canadian dollars.

ARL UNIVERSITY MEDICAL LIBRARIES

Tables 29-35

TABLE 29: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY MEDICAL LIBRARIES, FY 1990

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	2	*	*	$19,500	13.0
Alberta	7	$31 443	$28,598	23,960	6.9
Arizona	14	30,762	32,879	20,000	13.2
Boston University	7	33,179	32,196	24,553	12.9
British Columbia (D)	17	34,422	35,055	24,946	17.8
California, Davis	9	38,214	34,266	26,136	11.0
California, Irvine	8	46,257	47,550	26,136	16.1
California, Los Angeles	21	43,321	41,520	26,136	13.9
California, San Diego	9	45,155	44,484	26,136	21.6
Case Western Reserve	15	31,754	31,727	19,000	14.8
Cincinnati	12	35,808	34,725	19,492	13.8
Columbia	17	39,116	35,930	26,000	11.0
Connecticut	11	35,862	37,003	23,000	9.6
Dartmouth	6	32,364	32,395	23,900	12.3
Duke	15	35,604	31,950	22,250	16.2
Emory	14	29,679	28,600	20,000	16.9
Florida	14	32,004	31,421	23,000	16.3
Georgetown	10	32,198	30,000	25,000	8.6
Harvard	22	33,818	30,765	23,900	4.8
Howard	7	36,265	36,709	22,850	17.1
Illinois, Chicago	24	34,347	32,700	23,000	13.5
Indiana	1	*	*	23,400	12.0
Iowa	7	32,350	32,097	21,565	15.0
Johns Hopkins	20	37,241	35,345	25,213	10.4
Kansas	8	28,526	27,005	20,000	7.5
McGill (D)	8	38,202	36,207	22,926	15.3
McMaster	9	32,884	31,936	22,382	9.9
Miami	10	36,846	35,727	28,000	21.3
Michigan	7	34,881	33,908	25,000	15.0
Minnesota	11	33,923	32,942	22,000	17.1
Missouri	7	23,575	22,383	20,000	12.0
Nebraska	15	28,880	26,486	18,000	11.3
New Mexico	8	33,434	31,300	21,077	10.6

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions if data for them were reported.
D - Canadian salaries expressed in U.S. dollars.

TABLE 29: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
New York University	12	$41,423	$39,090	$27,000	17.8
North Carolina	22	32,719	30,200	20,500	11.5
Northwestern	11	27,181	25,325	21,000	8.6
Ohio State	11	29,076	27,540	21,840	9.5
Oklahoma	9	25,828	25,056	20,000	10.6
Oklahoma State	3	*	*	16,655	14.0
Pennsylvania	13	30,367	31,588	22,000	12.8
Pennsylvania State	5	31,494	29,682	24,000	13.6
Pittsburgh	20	28,077	27,264	23,000	11.5
Queen's (D)	5	34,128	40,438	22,443	14.4
Rochester	12	26,472	26,768	18,500	13.4
Saskatchewan (D)	2	*	*	20,366	7.5
South Carolina	5	30,973	29,033	22,500	12.4
Southern Illinois	6	32,558	30,672	24,000	10.3
Stanford	14	39,210	36,767	28,000	14.6
SUNY-Buffalo	15	34,028	33,302	23,000	11.1
Temple	8	32,754	34,174	21,640	14.1
Texas A&M	9	31,025	32,351	21,000	10.9
Toronto (D)	15	40,678	40,342	22,867	19.4
Tulane	7	25,917	23,750	21,000	14.9
Utah	9	25,392	24,000	19,000	11.6
Vanderbilt	9	33,438	31,700	21,000	15.6
Virginia	13	32,967	31,000	22,000	10.0
Washington	19	31,513	31,026	20,500	11.7
Washington, St. Louis	15	30,851	29,909	20,000	16.2
Wayne State	5	31,999	29,479	24,000	11.4
Western Ontario	6	30,055	28,400	24,040	11.8
Wisconsin	18	32,682	31,788	23,185	14.7
Yale	12	33,787	31,500	26,250	11.0

* - Salary information is not published for fewer than 4 individuals.
Salaries of directors are not included in either the average or median salary statistic. Directors are included in average experience and filled positions if data for them were reported.
D - Canadian salaries expressed in U.S. dollars.

TABLE 30: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 27,000 and over
2 - 25,000-26,999
3 - 24,000-24,999
4 - 23,000-23,999
5 - 22,000-22,999
6 - 21,000-21,999
7 - 20,000-20,999
8 - 19,000-19,999
9 - 18,000-18,999
10 - below 18,000

Group	Rank	Institution	Salary
1	1	Miami	$28,000
	1	Stanford	28,000
	3	New York University	27,000
2	4	Yale	26,250
	5	California, Davis	26,136
	5	California, Irvine	26,136
	5	California, Los Angeles	26,136
	5	California, San Diego	26,136
	9	Columbia	26,000
	10	Johns Hopkins	25,213
	11	Georgetown	25,000
	11	Michigan	25,000
3	13	British Columbia	24,946
	14	Boston University	24,553
	15	Western Ontario	24,040
	16	Pennsylvania State	24,000
	16	Southern Illinois	24,000
	16	Wayne State	24,000
4	19	Alberta	23,960
	20	Dartmouth	23,900
	20	Harvard	23,900
	22	Indiana	23,400
	23	Wisconsin	23,185
	24	Connecticut	23,000
	24	Florida	23,000
	24	Illinois, Chicago	23,000
	24	Pittsburgh	23,000
	24	SUNY-Buffalo	23,000
5	29	McGill	22,926
	30	Toronto	22,867
	31	Howard	22,850
	32	South Carolina	$22,500
	33	Queen's	22,443
	34	McMaster	22,382
	35	Duke	22,250
	36	Minnesota	22,000
	36	Pennsylvania	22,000
6	39	Ohio State	21,840
	40	Temple	21,640
	41	Iowa	21,565
	42	New Mexico	21,077
	43	Northwestern	21,000
	43	Texas A&M	21,000
	43	Tulane	21,000
	43	Vanderbilt	21,000
7	47	North Carolina	20,500
	47	Washington	20,500
	49	Saskatchewan	20,366
	50	Arizona	20,000
	50	Emory	20,000
	50	Kansas	20,000
	50	Missouri	20,000
	50	Oklahoma	20,000
	50	Washington, St. Louis	20,000
8	56	Alabama	19,500
	57	Cincinnati	19,492
	58	Case Western	19,000
	58	Utah	19,000
9	60	Rochester	18,500
	61	Nebraska	18,000
10	62	Oklahoma State	16,655

Canadian salaries expressed in U.S. dollars.

TABLE 31: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 45,000 and over
2 - 40,000-44,999
3 - 36,000-39,999
4 - 34,000-35,999
5 - 32,000-33,999
6 - 30,000-31,999
7 - 28,000-29,999
8 - 26,000-27,999
9 - 24,000-25,999
10 - below 24,000

Group	Rank	Institution	Salary
1	1	California, Irvine	$47,550
2	2	California, San Diego	44,484
	3	California, Los Angeles	41,520
	4	Queen's	40,438
	5	Toronto	40,342
3	6	New York University	39,090
	7	Connecticut	37,003
	8	Stanford	36,767
	9	Howard	36,709
	10	McGill	36,207
4	11	Columbia	35,930
	12	Miami	35,727
	13	Johns Hopkins	35,345
	14	British Columbia	35,055
	15	Cincinnati	34,725
	16	California, Davis	34,266
	17	Temple	34,174
5	18	Michigan	33,908
	19	SUNY-Buffalo	33,302
	20	Minnesota	32,942
	21	Arizona	32,879
	22	Illinois, Chicago	32,700
	23	Dartmouth	32,395
	24	Texas A&M	32,351
	25	Boston University	32,196
	26	Iowa	32,097
6	27	Duke	31,950
	28	McMaster	31,936
	29	Wisconsin	31,788
	30	Case Western	$31,727
	31	Vanderbilt	31,700
	32	Pennsylvania	31,588
	33	Yale	31,500
	34	Florida	31,421
	35	New Mexico	31,300
	36	Washington	31,026
	37	Virginia	31,000
	38	Harvard	30,765
	39	Southern Illinois	30,672
	40	North Carolina	30,200
	41	Georgetown	30,000
27	42	Washington University	29,909
	43	Pennsylvania State	29,682
	44	Wayne State	29,479
	45	South Carolina	29,033
	46	Emory	28,600
	47	Alberta	28,598
	48	Western Ontario	28,400
8	49	Ohio State	27,540
	50	Pittsburgh	27,264
	51	Kansas	27,005
	52	Rochester	26,768
	53	Nebraska	26,486
9	54	Northwestern	25,325
	55	Oklahoma	25,056
	56	Utah	24,000
10	57	Tulane	23,750
	58	Missouri	22,383

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 32: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY MEDICAL LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 45,000 and over
2 - 40,000-44,999
3 - 37,000-39,999
4 - 34,000-36,999
5 - 32,000-33,999
6 - 30,000-31,999
7 - 28,000-29,999
8 - 26,000-27,999
9 - 24,000-25,999
10 - below 24,000

Group	Rank	Institution	Salary
1	1	California, Irvine	$46,257
	2	California, San Diego	45,155
2	3	California, Los Angeles	43,321
	4	New York University	41,423
	5	Toronto	40,678
3	6	Stanford	39,210
	7	Columbia	39,116
	8	California, Davis	38,214
	9	McGill	38,202
	10	Johns Hopkins	37,241
4	11	Miami	36,846
	12	Howard	36,265
	13	Connecticut	35,862
	14	Duke	35,604
	15	Michigan	34,881
	16	British Columbia	34,422
	17	Illinois, Chicago	34,347
	18	Queen's	34,128
	19	SUNY-Buffalo	34,028
5	20	Minnesota	33,923
	21	Harvard	33,818
	22	Cincinnati	33,808
	23	Yale	33,787
	24	Vanderbilt	33,438
	25	New Mexico	33,434
	26	Boston University	33,179
	27	Virginia	32,967
	28	McMaster	32,884
	29	Temple	32,754
	30	North Carolina	$32,719
	31	Wisconsin	32,682
	32	Southern Illinois	32,558
	33	Dartmouth	32,364
	34	Iowa	32,350
	35	Georgetown	32,198
	36	Florida	32,004
6	37	Wayne State	31,999
	38	Case Western	31,754
	39	Washington	31,513
	40	Pennsylvania State	31,494
	41	Alberta	31,443
	42	Texas A&M	31,025
	43	South Carolina	30,973
	44	Washington, St.Louis	30,851
	45	Arizona	30,762
	46	Pennsylvania	30,367
	47	Western Ontario	30,055
7	48	Emory	29,679
	49	Ohio State	29,076
	50	Nebraska	28,880
	51	Kansas	28,526
	52	Pittsburgh	28,077
8	53	Northwestern	27,181
	54	Rochester	26,472
9	55	Tulane	25,917
	56	Oklahoma	25,828
	57	Utah	25,392
10	58	Missouri	23,575

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 33: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS

FISCAL YEAR 1990

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	64	22	42	$63,814	$64,791	$63,303
2. Associate Director	22	2	20	38,511	*	*
3. Assistant Director	22	5	17	38,511	41,874	37,522
4. Head, Medical Branch	18	3	15	39,128	*	*
5. Subject Specialist	21	5	16	33,227	29,373	34,431
6. Functional Specialist	35	14	21	30,744	32,894	29,311
7. Dept. Head: Reference	32	4	28	36,354	43,196	35,376
8. Cataloging	22	4	18	32,998	36,253	32,275
9. Acquisition	15	2	13	33,135	*	*
10. Serials	10	1	9	31,481	*	*
11. Circulation	11	1	10	31,842	*	*
12. Special Coll'n.	10	5	5	37,767	44,013	31,521
13. Computer	8	3	5	37,402	*	*
14. Other	74	17	57	39,520	41,376	38,966
15. Reference: Over 15 yrs. exp.	57	9	48	35,111	36,365	34,876
16. 10 - 15 yrs. exp.	36	2	34	32,290	*	*
17. 5 - 10 yrs. exp.	55	9	46	29,716	31,486	29,369
18. Under 5 yrs. exp.	59	9	50	25,709	26,471	25,571
19. Catalog: Over 15 yrs. exp.	10	3	7	36,738	*	*
20. 10 - 15 yrs. exp.	6	2	4	25,395	*	*
21. 5 - 10 yrs. exp.	6	1	5	26,591	*	*
22. Under 5 yrs. exp.	16	2	14	27,208	*	*
23. Other: Over 15 yrs. exp.	18	7	11	35,320	35,847	34,985
24. 10 - 15 yrs. exp.	25	7	18	32,337	32,917	32,111
25. 5 - 10 yrs. exp.	13	1	12	29,160	*	*
26. Under 5 yrs. exp.	17	5	12	26,615	26,407	26,701
All Positions	682	145	537	$36,367	$39,947	$35,400

* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 34: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Medical Library	64	22	42	22.0	24.0	21.0
2. Associate Director	22	2	20	19.0	13.5	19.6
3. Assistant Director	22	5	17	15.6	12.6	16.5
4. Branch Head	18	3	15	17.0	22.3	15.9
5. Subject Specialist	21	5	16	12.7	10.0	13.6
6. Functional Specialist	35	14	21	6.8	9.2	5.2
7. Dept. Head: Reference	32	4	28	11.7	14.3	11.3
8. Cataloging	22	4	18	14.9	16.5	14.6
9. Acquisition	15	2	13	12.0	12.0	12.0
10. Serials	10	1	9	14.0	11.0	14.3
11. Circulation	11	1	10	9.0	4.0	9.5
12. Special Coll'n	10	5	5	15.9	17.2	14.6
13. Computer	8	3	5	8.3	11.0	6.6
14. Other	74	17	57	15.3	17.9	14.5
15. Public Services	48	9	39	11.1	12.6	10.7
16. Technical Services	18	7	11	10.6	11.1	10.2
17. Administrative Services	7	4	3	15.6	10.5	22.3
18. Reference	207	29	178	10.7	10.8	10.6
19. Cataloging	38	8	30	10.6	12.6	10.0
All Positions	682	145	537	13.0 yrs	14.5 yrs	12.7 yrs

TABLE 35: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1990

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	97	18	79	14.2	$27,056	$28,463	$26,736
2. 4 - 7 yrs. exp.	118	17	101	17.3	29,921	29,590	29,977
3. 8 - 11 yrs. exp.	108	25	83	15.9	33,668	34,325	33,470
4. 12 - 15 yrs. exp.	118	28	90	17.3	37,406	39,945	36,616
5. 16 - 19 yrs. exp.	100	21	79	14.7	42,814	46,233	41,905
6. 20 - 23 yrs. exp.	55	7	48	8.1	42,478	44,610	42,167
7. 24 - 27 yrs. exp.	38	14	24	5.6	54,063	60,379	50,370
8. 28 - 31 yrs. exp.	24	7	17	3.5	52,177	47,594	54,064
9. 32 - 35 yrs. exp.	10	6	4	1.5	49,950	52,924	45,490
10. Over 35 yrs. exp.	13	2	11	1.9	50,481	59,272	48,882
All Positions	682	145	537	100.0	$36,367	$39,947	$35,400

Canadian salaries expressed in U.S. dollars.
* - Salary information is not published when fewer than four individuals are involved.

ARL UNIVERSITY LAW LIBRARIES

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TABLE 36: FILLED POSITIONS; AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES; AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LAW LIBRARIES, FY 1990

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Alabama	6	$27,292	$27,481	$19,500	8.5
Alberta (D)	4	*	*	23,960	15.0
Arizona	8	31,260	32,264	20,000	12.8
Arizona State	7	37,034	37,447	20,000	15.6
Boston University	10	36,617	32,900	27,000	12.1
British Columbia (D)	3	*	*	24,946	22.7
California, Berkeley	16	44,150	40,092	26,136	10.8
California, Davis	5	58,552	59,556	26,136	18.8
California, Los Angeles	9	45,456	42,948	26,136	12.3
Case Western Reserve	12	29,333	30,000	20,000	7.4
Cincinnati	6	32,334	32,355	19,492	13.3
Colorado	7	29,206	28,025	23,000	9.0
Columbia	14	38,245	36,158	26,000	9.4
Connecticut	5	38,507	36,542	20,668	10.8
Cornell	7	30,125	29,600	21,000	11.3
Duke	9	34,083	32,538	22,250	9.3
Emory	7	32,669	31,898	20,000	12.0
Florida	11	32,566	32,223	23,000	14.8
Florida State	8	32,703	32,850	21,500	10.3
Georgetown	18	41,962	37,065	25,000	12.7
Georgia	7	34,306	33,235	20,000	25.0
Harvard	33	40,283	39,667	23,900	13.5
Hawaii	4	*	*	24,408	13.3
Houston	10	31,102	28,716	22,000	12.9
Howard	5	31,704	32,726	22,850	15.0
Illinois, Urbana	5	28,582	29,168	22,000	15.4
Indiana	6	29,634	25,000	23,400	7.0
Iowa	12	35,653	32,500	21,565	10.3
Kansas	5	27,998	28,670	19,500	12.6
Louisiana State	10	29,886	27,501	19,000	12.6
McGill (D)	5	37,869	37,866	22,926	17.0
Miami	13	30,713	29,000	25,000	7.5
Missouri	4	*	*	20,000	14.3

Salaries of directors are not included in either the average or median salary statistic.
Directors are included in average experience and filled positions if data for them were reported.
* - Salary information is not published for fewer than 4 individuals.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable.

TABLE 36: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES

Institution	Filled Positions	Average Salary	Median Salary	Beginning Salary	Average Years Experience
Nebraska	4	*	*	$20,000	8.0
New Mexico	4	*	*	22,000	15.8
New York University	16	$41,691	$41,300	29,000	9.0
North Carolina	7	31,825	27,982	20,000	14.0
Northwestern	11	37,581	35,788	21,000	13.5
Notre Dame	7	34,960	35,200	23,000	8.9
Ohio State	9	31,710	31,200	21,960	8.2
Oklahoma	7	24,467	22,650	18,000	6.4
Oregon	5	27,293	23,981	22,000	8.4
Pennsylvania	14	33,790	33,575	22,000	10.1
Pittsburgh	6	31,700	32,250	22,000	9.2
Queen's (D)	3	*	*	22,443	17.0
Saskatchewan (D)	2	*	*	20,366	15.5
South Carolina	7	31,533	30,584	24,300	15.4
Southern Illinois	6	39,938	38,480	27,000	13.2
Stanford	9	43,850	43,823	28,000	20.8
SUNY - Buffalo	9	34,423	35,344	23,000	11.8
Syracuse	4	*	*	21,000	7.3
Temple	8	27,036	24,736	20,500	13.1
Tennessee	4	*	*	21,000	20.3
Texas	21	29,091	27,482	20,000	12.9
Toronto (D)	5	36,012	36,607	22,867	10.4
Tulane	9	30,326	29,243	21,000	10.8
Utah	5	28,681	28,506	19,000	6.4
Vanderbilt	8	34,357	31,200	21,000	13.9
Virginia	16	34,553	32,700	22,000	10.4
Washington	12	34,016	30,000	27,000	12.8
Washington, St. Louis	7	27,841	26,163	22,000	10.3
Wayne State	5	34,018	34,818	24,000	13.8
Western Ontario (D)	2	*	*	24,040	19.0
Wisconsin	9	32,931	32,542	23,185	12.0
Yale	13	39,114	37,302	26,250	15.2
York (D)	7	39,282	40,689	22,451	12.9

Salaries of directors are not included in either the average or median salary statistic.
Directors are included in average experience and filled positions if data for them were reported.
* - Salary information is not published for fewer than 4 individuals.
D - Canadian salaries expressed in U.S. dollars.
U/A - Unavailable.

TABLE 37: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 27,000 and over
2 - 25,000-26,999
3 - 24,000-24,999
4 - 23,000-23,999
5 - 22,000-22,999
6 - 21,000-21,999
7 - 20,000-20,999
8 - 19,000-19,999
9 - below 19,000

Group	Rank	Institution	Salary
1	1	New York University	$29,000
	2	Stanford	28,000
	3	Boston University	27,000
	3	Southern Illinois	27,000
	3	Washington	27,000
2	6	Yale	26,250
	7	California, Berkeley	26,136
	7	California, Davis	26,136
	7	California, Los Angeles	26,136
	10	Columbia	26,000
	11	Georgetown	25,000
	11	Miami	25,000
3	13	British Columbia	24,946
	14	Hawaii	24,408
	15	South Carolina	24,300
	16	Western Ontario	24,040
	17	Wayne State	24,000
4	18	Alberta	23,960
	19	Harvard	23,900
	20	Indiana	23,400
	21	Wisconsin	23,185
	22	Colorado	23,000
	22	Florida	23,000
	22	Notre Dame	23,000
	22	SUNY-Buffalo	23,000
5	26	McGill	22,926
	27	Toronto	22,867
	28	Howard	22,850
	29	York	22,451
	30	Queen's	22,443
	31	Duke	22,250
	32	Houston	22,000
	32	Illinois, Urbana	22,000
	32	New Mexico	22,000
	32	Oregon	$22,000
	32	Pennsylvania	22,000
	32	Pittsburgh	22,000
	32	Virginia	22,000
	32	Washington, St. Louis	22,000
6	40	Ohio State	21,960
	41	Iowa	21,565
	42	Florida State	21,500
	43	Cornell	21,000
	43	Northwestern	21,000
	43	Syracuse	21,000
	43	Tennessee	21,000
	43	Tulane	21,000
	43	Vanderbilt	21,000
7	49	Connecticut	20,668
	50	Temple	20,500
	51	Saskatchewan	20,366
	52	Arizona	20,000
	52	Arizona State	20,000
	52	Case Western	20,000
	52	Emory	20,000
	52	Georgia	20,000
	52	Missouri	20,000
	52	Nebraska	20,000
	52	North Carolina	20,000
	52	Texas	20,000
8	61	Alabama	19,500
	61	Kansas	19,500
	63	Cincinnati	19,492
	64	Louisiana State	19,000
	64	Utah	19,000
9	66	Kentucky	18,500
	67	Oklahoma	18,000

Canadian salaries expressed in U.S. dollars.

TABLE 38: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 45,000 and over
2 - 40,000-44,999
3 - 37,000-39,999
4 - 35,000-36,999
5 - 33,000-34,999
6 - 31,000-32,999
7 - 29,000-30,999
8 - 27,000-28,999
9 - 25,000-26,999
10 - below 25,000

Group	Rank	Institution	Salary
1	1	California, Davis	$59,556
2	2	Stanford	43,823
	3	California, Los Angeles	42,948
	4	New York University	41,300
	5	York	40,689
	6	California, Berkeley	40,092
3	7	Harvard	39,667
	8	Alberta	38,847
	9	Southern Illinois	38,480
	10	McGill	37,866
	11	Arizona State	37,447
	12	Yale	37,302
	13	Georgetown	37,065
4	14	Toronto	36,607
	15	Connecticut	36,542
	16	Columbia	36,158
	17	Northwestern	35,788
	18	SUNY-Buffalo	35,344
	19	Notre Dame	35,200
5	20	Wayne State	34,818
	21	Pennsylvania	33,575
	22	Georgia	33,235
6	23	Boston University	32,900
	24	Florida State	32,850
	25	Howard	32,726
	26	Virginia	32,700
	27	Wisconsin	32,542
	28	Duke	32,538
	29	Iowa	$32,500
	30	Cincinnati	32,355
	31	Arizona	32,264
	32	Pittsburgh	32,250
	33	Florida	32,223
	34	Emory	31,898
	35	Ohio State	31,200
	35	Vanderbilt	31,200
7	37	South Carolina	30,584
	38	Case Western	30,000
	38	Washington	30,000
	40	Cornell	29,600
	41	Tulane	29,243
	42	Illinois, Urbana	29,168
	43	Miami	29,000
8	44	Houston	28,716
	45	Kansas	28,670
	46	Utah	28,506
	47	Hawaii	28,119
	48	Colorado	28,025
	49	North Carolina	27,982
	50	Louisiana State	27,501
	51	Texas	27,482
	52	Alabama	27,481
9	53	Missouri	26,183
	54	Washington, St. Louis	26,163
	55	Indiana	25,000
10	56	Temple	24,736
	57	Oregon	23,981
	58	Oklahoma	22,650

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 39: AVERAGE PROFESSIONAL SALARIES IN ARL UNIVERSITY LAW LIBRARIES

RANK ORDER TABLE, FISCAL YEAR 1990

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the the institutions are clustered into groups according to the ranges specified here.

Group ranges:

1 - 45,000 and over
2 - 40,000-44,999
3 - 38,000-39,999
4 - 36,000-37,999
5 - 34,000-35,999
6 - 32,000-33,999
7 - 30,000-31,000
8 - 28,000-29,999
9 - 26,000-27,999
10 - below 26,000

Group	Rank	Institution	Salary
1	1	California, Davis	$58,552
	2	California, Los Angeles	45,456
2	3	California, Berkeley	44,150
	4	Stanford	43,850
	5	Georgetown	41,962
	6	New York University	41,691
	7	Harvard	40,283
3	8	Southern Illinois	39,938
	9	York	39,282
	10	Yale	39,114
	11	Connecticut	38,507
	12	Columbia	38,245
4	13	McGill	37,869
	14	Northwestern	37,581
	15	Arizona State	37,034
	16	Boston University	36,617
	17	Toronto	36,012
5	18	Iowa	35,653
	19	Notre Dame	34,960
	20	Virginia	34,553
	21	SUNY-Buffalo	34,423
	22	Vanderbilt	34,357
	23	Georgia	34,306
	24	Duke	34,083
	25	Wayne State	34,018
	26	Washington	34,016
6	27	Pennsylvania	33,790
	28	Wisconsin	$32,931
	29	Florida State	32,703
	30	Emory	32,669
	31	Florida	32,566
	32	Cincinnati	32,334
	33	Saskatchewan	32,137
7	34	North Carolina	31,825
	35	Ohio State	31,710
	36	Howard	31,704
	37	South Carolina	31,533
	38	Arizona	31,260
	39	Houston	31,102
	40	Miami	30,713
	41	Tulane	30,326
	42	Cornell	30,125
8	43	Louisiana State	29,886
	44	Indiana	29,634
	45	Case Western	29,333
	46	Colorado	29,206
	47	Texas	29,091
	48	Utah	28,681
	49	Illinois, Urbana	28,582
9	50	Kansas	27,998
	51	Washington, St. Louis	27,841
	52	Oregon	27,293
	53	Alabama	27,292
	54	Temple	27,036
10	55	Oklahoma	24,467

Canadian salaries expressed in U.S. dollars.
Salaries of directors are not included in the calculation of median salary statistics.
Some reporting libraries had too few staff to permit publication of this salary information.

TABLE 40: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1990

Position		Number of Staff			Average Salaries		
		Total	Men	Women	Combined	Men	Women
1. Director, Law Library		64	39	25	$76,977	$81,192	$70,402
2. Associate Director		26	12	14	46,543	46,803	46,320
3. Assistant Director		26	14	12	42,478	40,078	45,279
4. Subject Specialist		17	4	13	34,759	33,392	35,179
5. Functional Specialist		24	14	10	35,570	33,195	38,896
6. Dept. Head: Reference		24	9	15	36,419	37,792	35,596
7.	Cataloging	32	2	30	34,600	*	*
8.	Acquisitions	27	5	22	34,637	34,020	34,777
9.	Serials	4	1	3	31,706	*	*
10.	Documents	10	0	10	30,585		30,585
11.	Circulation	19	3	16	29,125	*	*
12.	Special Coll'n.	4	1	3	36,728	*	*
13.	Computer	7	3	4	35,399	*	*
14.	Other	55	17	38	40,067	44,944	37,885
15. Reference:	Over 15 yrs. exp.	19	9	10	36,791	39,232	34,594
16.	10 - 15 yrs. exp.	15	5	10	33,534	34,898	32,852
17.	5 - 10 yrs. exp.	30	11	19	33,047	34,324	32,307
18.	Under 5 yrs. exp.	44	17	27	30,043	30,792	29,571
19. Catalog:	Over 15 yrs. exp.	17	3	14	31,977	*	*
20.	10 - 15 yrs. exp.	12	3	9	30,744	*	*
21.	5 - 10 yrs. exp.	11	2	9	30,704	*	*
22.	Under 5 yrs. exp.	22	9	13	27,754	28,308	27,371
23. Other:	Over 15 yrs. exp.	9	2	7	40,221	*	*
24.	10 - 15 yrs. exp.	12	2	10	31,330	*	*
25.	5 - 10 yrs. exp.	7	0	7	33,693		33,693
26.	Under 5 yrs. exp.	15	7	8	27,443	26,215	28,518
All Positions		552	194	358	$39,761	$45,331	$36,743

Canadian salaries expressed in U.S. dollars.
* - Salary information is not published when fewer than 4 individuals are involved.

TABLE 41: NUMBER AND AVERAGE EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1990

Position	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director, Law Library	64	39	25	19.7	20.5	18.4
2. Associate Director	26	12	14	14.5	14.1	14.9
3. Assistant Director	26	14	12	13.2	9.6	17.6
4. Subject Specialist	17	4	13	9.7	11.8	9.1
5. Functional Specialist	24	14	10	7.9	8.6	6.9
6. Dept. Head: Reference	24	9	15	12.3	13.0	11.9
7. Cataloging	32	2	30	14.5	10.0	14.8
8. Acquisitions	27	5	22	11.7	10.0	12.1
9. Serials	4	1	3	2.8	4.0	2.3
10. Documents	10	0	10	12.6		12.6
11. Circulation	19	3	16	7.4	4.0	8.0
12. Special Coll'n	4	1	3	8.8	1.0	11.3
13. Computer	7	3	4	11.0	10.3	11.5
14. Other	55	17	38	11.8	12.8	11.3
15. Public Services	19	7	12	7.8	8.0	7.8
16. Technical Services	13	2	11	11.5	10.5	11.7
17. Administrative Services	11	2	9	7.8	1.5	9.2
18. Reference	108	42	66	8.8	10.0	8.1
19. Cataloging	62	17	45	9.7	10.2	8.4
All Positions	552	194	358	11.6 yrs	12.2 yrs	11.2 yrs

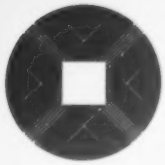
TABLE 42: NUMBER AND AVERAGE SALARIES OF ARL LAW UNIVERSITY LIBRARIAN'S BY YEARS OF EXPERIENCE, FISCAL YEAR 1990

Experience	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 years	101	40	61	18.3	$30,022	$29,735	$30,210
2. 4 - 7 years	97	32	65	17.5	33,740	35,496	32,875
3. 8 - 11 years	101	31	70	18.3	35,530	41,936	32,693
4. 12 - 15 years	101	31	70	18.3	42,750	50,094	39,498
5. 16 - 19 years	72	18	54	13.0	47,114	61,573	42,294
6. 20 - 23 years	42	18	24	7.6	54,683	58,676	51,687
7. 24 - 27 years	14	9	5	2.5	59,881	58,712	61,985
8. 28 - 31 years	11	8	3	2.0	56,177	*	*
9. 32 - 35 years	2	2		0.4	*	*	*
10. Over 35 years	12	5	7	2.2	63,317	74,599	55,258
All Positions	552	194	358		$39,761	$45,331	$36,743

* - Salary information is not published when fewer than four individuals are involved.
Canadian salaries expressed in U.S. dollars.

ARL SALARY SURVEY 1989

QUESTIONNAIRES



ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1989
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with **professional** positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Individual salaries for the **general, law, and medical library** may be reported on the enclosed diskette, using LOTUS 123, Wordperfect 4.2 or 5.0, or Microsoft Excel. See "Instructions for Data Inputters" for appropriate software.

3. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

4. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

5. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants. Please include all professionals involved in the provision of library services, including contract-supported positions.

6. The salary figures should be straight gross salary figures. Do not include fringe benefits.

7. Salary figures should be reported in digits only; do NOT use "$" or "," (e.g., 25470, not $25,470).

8. All numbers (e.g. salary figures, years of experience) should be rounded to the nearest whole number.

9. Explanatory footnotes to the reported figures may be provided, when necessary, at the end of Part I. Footnotes will be included in the published survey, where appropriate.

10. **After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file. This file will be the basis of your institution's salary report next year. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.**

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11. **The questionnaire should be returned to the ARL Office by August 31, 1989.** If you are providing the individual data on the diskette, please return the diskette in the mailer, along with Part I of the survey and a printout of the data file. **Be sure to keep a complete copy of your return, including the diskette, for your files.**

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1988-89, as well as the current fiscal year, 1989-90.

2. Please include the Beginning Professional Salary and the Median Salary for Law and Medical libraries if included in the survey; if not included, enter "N/A" in the appropriate blank. The 1988-89 figures were included in the published *Survey*.

3. Question 1. The **Beginning Professional Salary** is the salary that would be paid to a newly-hired professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

   Please consult the published survey for 1988. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1988-89, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

4. Question 2. The **Median Salary** is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

   Your library's Median Professional Salary for 1988-89 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1988-89 salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1988-89 median salary in your library) please supply an updated figure.

5. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1988-89. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The survey requests information for individuals; aggregate data for each institution will be generated by computer.

2. Data for the **general, law, and medical libraries** may be reported on the enclosed floppy diskette; see #4 below for specific instructions.

3. **Survey Form.** If you are not able to provide the data on the floppy diskette, please photocopy additional sheets of the enclosed form if you cannot list all professional positions in the space provided.

   If you are reporting on the printed form only, list information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. Check the appropriate box at the top of the form to indicate when a sheet is being used only for Law or Medical library staff.

   The left-hand column labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. **Diskette.** The floppy diskette contains data input files for **general, law, and medical library** data in Lotus 123 and Wordperfect 4.2 and 5.0, or Microsoft Excel formats. They are labeled as follows (xxxxx = library identification number; see label on the enclosed diskette):

	Lotus 123	WP 4.2	WP 5.0	Excel
General	ARLxxxxx.WK1	ARLxxxxx.A1	ARLxxxxx.B1	ARLxxxxx.X1
Law	LAWxxxxx.WK1	LAWxxxxx.A1	LAWxxxxx.B1	LAWxxxxx.X1
Medical	MEDxxxxx.WK1	MEDxxxxx.A1	MEDxxxxx.B1	MEDxxxxx.X1

The files contain empty worksheets with columns labelled as follows:

Page	Line	Name/ID#	LibID	Salary	Job	Sex	OEOcat	Yrsexp	Rank

The first entry in the column labelled "LibID" is already filled in so there will be no question about the institutional identity of the diskettes as they are received. **If the diskette has been damaged in any way, or if the number in the LibID column is not the same as the number printed on the return address label (on the diskette mailer), please call the ARL Office for instructions.**

Detailed instructions for inputting data in each format are enclosed.

After all data have been entered, make a backup copy of the complete file (including individual names/id#s) for your institution's master file. This file will be the basis of your institution's salary report next year. Note: The data submitted to ARL does NOT include individual names or id#s, so ARL will NOT be able to supply a copy of your institution's complete file next year.

5. **Salary.** Enter the individual salaries as of July 1, 1989. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

Salary figures should be rounded off to the nearest whole dollar. Use digits only; do NOT use "$" or "," in reporting in figures (e.g., 25470, not $25,470).

6. **Position Code (Job).** The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature.

Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library (Human Medicine only)
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library (including Veterinary Medicine)
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library and Computer Systems
HDOTH	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMIN	Administrative and other units, non-supervisory position

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties. Codes must be used exactly as they appear in the list above.

Specialists. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Functional Specialists**, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

7. **Sex**. Indicate either M or F, for male and female, respectively, or V if the position is vacant. Please use only the letter indicated; do not spell out the word.

8. **Minority status code (OEOCat)**. U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if not applicable):

1 Black
2 Hispanic
3 Asian or Pacific Islander
4 American Indian or Native Alaskan
5 Caucasian

9. **Total years of professional experience (Yrsexp).** Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions. Numbers should be rounded off to the nearest whole number.

10. **Rank.** Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Complete the last column, labeled "Rank Code", using the following codes:

- 0 A rank normally occupied solely by the library director and/or assistant and associate directors.
- 9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
- 1 Lowest level in the rank structure.
- 2 Next highest level in the rank structure.
- 3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.

ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1989
University Library Questionnaire

Part I: Summary Data

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____ _____

Title _____ Phone number _____

		Main	Law	Medical
1.	**Beginning Professional Salary**			
	a. Beginning professional salary for 1988-89 as reported in last year's **ARL Annual Salary Survey**.	_____	_____	_____
	b. If salary reported last year has been revised, please report correct 1988-89 beginning professional salary.	_____	_____	_____
	c. Beginning professional salary for 1989-90.	_____	_____	_____
2.	**Median Professional Salary**			
	a. Median professional salary for 1988-89 as reported in last year's **ARL Annual Salary Survey**.	_____	_____	_____
	b. If salaries reported last year have been substantially revised, please report correct 1988-89 median professional salary.	_____	_____	_____

(Note: ARL will calculate the 1989-90 median professional salary for your library from the data you supply in Part II of this questionnaire.)

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3. **Footnotes** (Please compare with footnotes from surveys of previous years.)

a. Figures includes salaries for main campus only.

_____ Yes _____ No _____ We have only one campus.

b. Other libraries not included:

_____

_____

_____

_____

c. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)
_____ 2 levels
_____ 3 levels
_____ 4 levels
_____ 5 levels
_____ more than 5 levels (please specify the number of levels: _____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

d. Other comments:

_____

_____

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the ARL Office by **August 31, 1989.**

salsurv.89

ARL SALARY SURVEY 1989

University Library Questionnaire

Part II: Individual Data

Office Use Only

Reporting Library

Sheet Number

☐ Check here if this sheet is for Medical Library only

☐ Check here if this sheet is for Law Library only

CONFIDENTIAL

DETACH BEFORE MAILING FORM BACK TO THE ARL OFFICE

Staff Member name or i.d.	Seq. No.	Salary July 1, 1989 *(See instructions)*	Position Code *(See instructions)*	leave blank	Sex (M or F)	Minority Status Code *(See instructions)*	Total Years Prof. Exper.	Rank Code *(See instructions)*
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							
	25							

ARL SALARY SURVEY 1989
Nonuniversity Library Questionnaire

1. This survey is concerned with the salaries of **professional** positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term 'professional.' Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1989-90 salaries as they exist on July 1, 1989. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $800 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The **Median Salary** is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The **Beginning Professional Salary** is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are normally required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by **August 31, 1989.**

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ASSOCIATION OF RESEARCH LIBRARIES

ARL SALARY SURVEY 1989
Nonuniversity Library Questionnaire

Reporting Institution _____ Date returned to ARL _____

Report prepared by (name) _____

Title _____ Phone number _____

Contact person (if different) _____

Title _____ Phone number _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1988-89 and 1989-90.

2. Median professional salary in fiscal year 1988-89. _____

3. Median professional salary for for fiscal year 1989-90. _____

4. Beginning professional salary in 1988-89. _____

5. Beginning professional salary for 1989-90. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   _____ Yes _____ No _____ We do not have a Law Library.

   b. Medical Library salaries are included.

   _____ Yes _____ No _____ We do not have a Medical Library.

   c. Branch libraries not included:

   _____

   _____

7. Other comments:

   _____

   _____

Please return this form to the ARL Office by **August 31, 1989.**

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Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1988-89 and 1989-90.

Salary Range	Number of Positions	
	1988-89	1989-90
100,000 or more		
95,000 - - - 99,999		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,99 or less		
Total Number of Positions		

Please return this form to the ARL Office by **August 31, 1989**.

FOOTNOTES

FOOTNOTES TO THE 1989 ARL ANNUAL SALARY SURVEY

ALABAMA	All salaries effective August 1989.
ALBERTA	Excludes Boreal Institute.
BRIGHAM YOUNG	Beginning Professional Salary is for Faculty appointments only; other professional positions have no minimum.
BRITISH COLUMBIA	Salaries under negotiation at time of report. Excludes staff in the Management Research library.
BROWN	Includes John Carter Brown Library
CALIFORNIA, BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, and Chicano Studies; and Water Resources Archives.
	Includes Law Library.
CANADA INST. FOR SCIENTIFIC & TECHNICAL INFORMATION	No individual data were reported; data reported were inconsistent with this report.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
	Law and Medical libraries reported for the first time.
CONNECTICUT	Salaries effective August 1989.
CORNELL	Excludes Medical College Library staff in New York City.
DELAWARE	Excludes Director's salary and salaries of staff from libraries not administratively reporting to the Director of Libraries.
EMORY	Salaries effective September 1, 1989.
	Includes Library & Information Management, Theology and Oxford College libraries.

FLORIDA	Excludes Laboratory School library and Florida Center for Library Automation. Salaries effective August 11, 1989.
FLORIDA STATE	Excludes Developmental Research School. Salaries effective August 9, 1989.
HARVARD	Excludes Biblioteca Berenson (in Florence, Italy) and Dumbarton Oaks library. Includes the Schlessinger Library of Radcliffe College for the first time.
HAWAII	No change in salaries since 1988; collective bargaining in process.
HOUSTON	Excludes Clear Lake, Downtown, and Victoria Campuses. Salaries effective September 1, 1989.
ILLINOIS, CHICAGO	Salaries effective September 1, 1989.
ILLINOIS, URBANA	Excludes Urbana Health Sciences branch. Salaries effective August 21, 1989.
JOHNS HOPKINS	Excludes Advanced International Studies (in Bologna, Italy) and the Applied Physics library.
KANSAS	Excludes History of Medicine Library, Kansas City.
KENT STATE	Includes branch campus libraries.
KENTUCKY	Excludes Community Colleges.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Centers in Shreveport and New Orleans, and the University of New Orleans library.
MIT	No longer includes MIT Museum staff.
MICHIGAN	Excludes Clements Library, Bentley Library, and Business Administration LIbrary.

MINNESOTA	Excludes Law Library.
NATIONAL LIBRARY OF CANADA	Beginning Professional salaries include equalization pay (Can. $4,052).
NATIONAL LIBRARY OF MEDICINE	Excludes R & D, Computer staff, etc.
NEW MEXICO	Excludes Gallup, Valencia, Los Alamos branches and Harwood Foundation.
NEW YORK PUBLIC LIBRARY	Excludes staff in public library branches.
NEW YORK UNIVERSITY	Fiscal year begins September 1, 1988.
NORTH CAROLINA	Excludes Institute of Government.
OHIO STATE	Includes four regional campuses and the Agricultural Technical Institute.
OKLAHOMA STATE	Includes branch campus libraries and the Oklahoma College of Osteopathic Medicine and Surgery Library.
PENNSYLVANIA STATE	Excludes 10 systems staff that are now part of Central Administration.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstown, and Titusville campuses.
PRINCETON	Includes Forrestal campus.
ROCHESTER	Includes Sibley Music Library and Miner Medical library.
RUTGERS	Excludes libraries with separate budgets: Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries.
SASKATCHEWAN	Salaries for 1988-89 are still being negotiated, but regular and special salary increments effective July 1, 1989.
SOUTH CAROLINA	Includes Law.
SOUTHERN CALIFORNIA	Excludes Law and Medical libraries.

SOUTHERN ILLINOIS	Excludes Center for Dewey Studies, Papers of U.S. Grant, Instructional Development, Learning Resources Service, and the School of Medicine (Springfield) libraries.
SUNY - BUFFALO	Excludes salary of Head of Music library.
SUNY - STONY BROOK	Excludes Health Sciences.
SYRACUSE	Excludes Utica College library.
TEMPLE	Salaries are for 44-week contracts.
TEXAS	Excludes Humanities Research Center.
TEXAS A & M	Most salaries are for 10.5 month contract. Salaries effective September 1, 1989.
TORONTO	Excludes federated and affiliated institutions.
TULANE	Excludes Delta Regional Primate Center.
WESTERN ONTARIO	Salaries exclude increments due November 1989.
YALE	Excludes British Art Center.